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THE EXPERIENCE OF CHILDBEARING WOMEN IN THE WORKPLACE: THE IMPACT OF FAMILY-FRIENDLY POLICIES AND PRACTICES

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THE EXPERIENCE OF CHILDBEARING WOMEN IN THE WORKPLACE: THE IMPACT OF FAMILY-FRIENDLY POLICIES AND PRACTICES

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EXECUTIVE SUMMARY

Mothers with children under one year of age have become an increasingly significant subgroup of all women workers, posing new dilemmas for families as they try to integrate their work and family lives. Many employers also are reexamining how they can take into account the family needs of their employees in order to attract and retain skilled workers and keep them productive. These issues will remain pressing, for more than half of all workers entering the labor force in this decade will be women, with women's share of the labor force growing from 45 percent in 1990 to 47 percent in 2005. By the year 2000, an estimated 66 million women will be in the labor force; many of them will be of childbearing age.

The National Council of Jewish Women's NCJW Center for the Child initiated *Mothers in the Workplace (MITW)* in 1986 to investigate what employers can do to help employed childbearing women balance the demands of work and family life, giving particular attention to family-relevant employer policies and practices. In 1986 and 1987, trained NCJW volunteers conducted face-to-face interviews with more than 2,600 women in 27 states during the last trimester of pregnancy (68% were still working at the time), and face-to-face or telephone interviews with almost 2000 of these same women approximately four to seven months following childbirth.

The secondary analysis of these data, reported here, focused on family-relevant workplace policies and practices that may influence the labor force participation and workplace experience of childbearing women. Specifically considered were:

Leave Policies: Was job-guaranteed leave of any kind available for maternity? How much leave was offered?

Related Benefits: Did the respondent have health insurance as a benefit prenatally? Were sick days paid? Was time off given for physician visits without losing pay? Was health insurance continued during leave? Was there any income replacement from temporary disability or from the employer available during leave?

Flexible Time Policies and Practices: Did the employer offer flexibility in starting and ending times? Did the respondent have control over the scheduling of working hours? How easy was it to take time off to meet family responsibilities?

Direct Child Care Benefits: Did the employer help pay for or find child care?

Social Support at Work: Once the respondent returned to work following childbirth, how understanding was her supervisor when she had family or personal business to take care of? How much could her supervisor be relied on when things got tough managing work and family responsibilities? How much could co-workers be relied upon when things got tough?

Because these policies and practices may facilitate the integration of work and family life, they have been called "family-friendly."

This study examined two general questions: What are the barriers to women's having access to family-friendly policies during pregnancy? Which family friendly-policies predict women's prenatal and postnatal labor force participation and workplace experience? Outcomes of interest during pregnancy were: how long into pregnancy a woman remained at work; when she planned to return following childbirth; how satisfied she was with her job; and how productive she reported being. After childbirth, outcomes of interest were: whether or not she remained attached to the labor force; whether or not she returned to her prenatal employer; postnatal earnings; her job satisfaction; seriousness of problems arranging child care; work-family conflict; and degree of stress.

These outcomes are important for employers and for women and their families. Employers benefit by having pregnant employees who can stay at work longer without being sick and who have reduced absenteeism. They also benefit if they can retain their skilled employees following childbirth, as retraining costs can be considerable. Employers and employees both benefit when valued employees are job-satisfied and when they do not experience child care problems, work-family conflicts, and stress. Thus, these types of outcomes are important ones in having a healthy and productive workforce.

The Sample of Women: Who Were They?

The analyses addressing these questions were based on the 2,375 respondents in the *Mothers in the Workplace* study, who held wage and salary jobs during their pregnancies and 1,761 of these women who were reinterviewed following childbirth.

These women were slightly older and more likely to be white, married, and first-time mothers than employed women with children under the age of one in the general population. They also were more educated, more likely to work full-time and to be in a managerial or professional job than employed women in the population. Thus, this was a relatively affluent, educated, predominantly white sample of women, with women in blue collar and service jobs underrepresented. Because of the nonrepresentative nature of the sample, findings must be generalized with caution.

Respondents were generally career-oriented, and most of them worked into their third trimester. The great majority of respondents planned to return to work after their babies were born, with most planning to return within six months and almost all planning to return within the first year. Consistent with their plans, at the time of the second interview, which took place 21 weeks after delivery on average, eight out of ten women were still attached to the labor force, i.e. back at work, looking for work, or on leave and planning to return to work. Most were back at work.

It was estimated that 63 percent of the sample had eleven weeks of job-protected leave or less; more than one in ten reported no job-protected leave from any source. This leave should not be confused with parental leave proper. Instead, it appeared to be a patchwork affair composed primarily of sick days and vacation, a personal day, a couple of weeks at partial pay and several unpaid weeks. Twenty-eight percent of the respondents reported having no income replacement from their employers or from a short-term disability plan during their leave. Not surprisingly, then, these pregnant women were not very satisfied with the leave offered. Of those who had returned to work by the time of the interview, almost half said they did not have enough time with their babies.

Adequate health care is critical for pregnant women and infants. Yet almost three in ten did not have health insurance as a benefit; one in five did not have paid sick days. The problem of lack of health insurance was a special concern for pregnant respondents without spouses. Not only were they significantly less likely than married women to have health insurance as a workplace benefit, they were also less likely to be covered through another source.

Barriers that Limit Access to Family-Friendly Policies

Family-friendly workplace policies are not uniformly distributed in the labor force. Previous research has identified some of the barriers to such policies. For example, those who work for large corporations are more likely to have direct child care benefits, more generous leave policies, and sick leave and other benefits. Shift workers are less likely to have flexitime. Professional, technical and related employees are more likely to be eligible for parental leave than blue collar, clerical and sales workers.

Because these "barriers" are confounded with each other and with characteristics associated with the employee--education is confounded with occupation, for example--it is difficult to know which one of these factors explain reduced access to family-friendly policies and practices. In this study, therefore, respondents' characteristics were statistically controlled and the independent and combined effects of barriers on access to family-friendly policies were assessed.

Findings confirmed previous research: working in a low-wage job, working part-time, being in a nonprofessional/nonmanagerial occupation, being a relatively new hire, working for a smaller organization, and working a nonstandard shift each were independently associated with reduced access to family-friendly policies in the prenatal period, with respondent characteristics such as education controlled. These findings mean, for example, that a woman who worked on a nonday shift had less access to parental leave from any source, independent of her education, marital status, the size of the organization she worked for, her wages, occupation, and so forth.

Moreover, barriers had multiple effects. Once a women found herself in a disadvantaged category, she faced barriers to many of the family-friendly policies examined. For example, during pregnancy and even when controlling for education, age, marital status and so forth, low-wage workers, workers in nonday shifts, more recent hires and part-timers were less likely to have health insurance benefits from their employers; enough paid time off for physician visits; job-protected leave from any source; any income replacement during leave from their employers or from temporary disability plans. Furthermore, these barriers were cumulative. The more barriers pregnant employees faced, the less access they had to family-friendly policies. Women who faced more barriers also tended to lack alternative resources that would allow them to compensate.

Labor Force Participation and Experience During Pregnancy

Health insurance and related benefits are expensive for employers. However, those who offered such benefits--especially enough paid time off for doctor visits--were rewarded with more job-satisfied and productive employees who worked longer into pregnancy, reported reduced absenteeism and who planned to return to work sooner, after childbirth. Time flexibility is a less expensive policy for employers; those who allowed more flexibility in starting and ending times benefited in increased productivity (e.g. working longer in pregnancy), earlier planned return and increased job satisfaction among their pregnant employees. The flexibility measured here did not distinguish between formal policies and informal practices.

Providing job-protected leave also had positive outcomes, which depended on the length of leave available. Having leave at all meant that women worked longer into pregnancy; having leave at least 12 weeks long was related to increased job satisfaction. (Interestingly, whether the leave was a standard policy or was individually-arranged had little impact in these analyses.)

Finally, direct child care benefits, some wage replacement during leave, and the continuation of health insurance during at least part of the leave had positive effects as well.

Employed Mothers of Infants: Labor Force Participation and Progress

At the time of the reinterview, four out of five women were still attached to the labor force, i.e. back at work, still on leave or unemployed. Over 60 percent were already back at work; most of them had returned to their prenatal employer. Lack of family-friendly policies were mentioned by significant numbers as reasons for their leaving their employers.

In a previous report, those who had any one of five direct and indirect child care supports were more likely to return to their prenatal employers. In this study, specific policies that predicted labor force attachment and earnings as well were examined.

Findings indicated that women without job-protected leave from any source were, not surprisingly, less attached to the labor force and to their prenatal employers than those who had such leave. Economic considerations also played a role. Women with higher prenatal earnings were more likely to remain attached to the labor force and to their prenatal employers. Spouses' earnings exerted a negative influence on labor force attachment but were unrelated to whether or not women returned to their prenatal employers. Those with paid sick leave and health insurance benefits prenatally and those with benefits that continued at least for part of their leave were more likely to remain in the labor force and to return to their prenatal employers. Those with some income replacement during leave from a disability plan or their employer were also more likely to return to their prenatal employers. Thus, women were more likely to leave the labor force altogether if they could afford it; they were more likely to stay if they had to give up higher earnings and benefits themselves.

But economic considerations were not the only factors women considered in making their decisions. Those who had greater flexibility in when they started and ended work and those who were more job satisfied were more likely to remain with their prenatal employers. Economic considerations sometimes gave way to family needs. Some respondents--particularly those with lower prenatal earnings, less family-friendly workplaces, and low job satisfaction--who took new jobs once their babies were born mentioned the availability of part-time work and flexible scheduling as very important reasons for the change. These women reduced their weekly work hours (11 hours on average) to have a job that better fit their needs as new mothers, even though their earnings dropped a precipitous 20 percent. Perhaps some of these women would have chosen to remain with their prenatal employers if they had greater flexibility in their schedules and if part-time work were available.

Both employers and employees incur costs when employees leave their jobs. Employers have rehiring and retraining costs; insofar as family-friendly policies and practices lead to retention of workers, employers benefit.

The Well-Being of Employed Mothers of Infants

Six out of ten women who were employed postnatally reported being very satisfied with their jobs, "all in all." But a significant one-third of employed women with infants reported that, over the last month, their jobs made it difficult to meet their family responsibilities." By far, the most common reason given was lack of time and/or fatigue. Almost half the respondents reported having some serious problems arranging child care, indicating that this was a major problem for these employed mothers of infants. Direct child care benefits from employers were viewed as extremely desirable by these women. This study examined the impact of flexible time policies (schedule control and ease in taking time off for family matters), social support at work (from supervisors and coworkers), and direct child care benefits (employer assistance in paying for or finding child care) on these outcomes.

Results indicated a very complex relationship among these factors. Flexible time policies and practices were central. They mediated the relationship between social support at work and problems arranging child care, work to home interference and job satisfaction. Supportive supervision and help from co-workers were each substantially related to degree of ease or difficulty in taking time off for family matters. Most likely, supervisors whom respondents described as "understanding" were those who allowed them to take time off when needed for family matters. Co-workers also facilitated taking time off through the help they were able to give. Supervisors appeared to be more important to these outcomes than coworkers. Understanding and helpful supervisors also increased job satisfaction and reduced work to home interference. Lack of schedule flexibility and social support appeared to create stress through their impact on job satisfaction, work to home interference and more serious problems arranging child care. Independent of these factors, employed women with infants who worked more hours also reported more stress. Thus, part-time work would be helpful for employed mothers of infants.

Concluding Remarks

Direct child care benefits from employers were significantly related to pregnant respondents working later into pregnancy, reporting they spent unpaid hours on work and planning to return sooner. Therefore, it was surprising that direct child care benefits from employers was unrelated to less serious problems arranging child care for these employed mothers of infants, given the perceived benefits of direct child care supports. It is likely that the statistical analyses were limited because few respondents reported having direct child care benefits postnatally and using them. It is also likely that different types of direct employer-provided child care benefits have different outcomes. For example, the fact that family income had no bearing on difficulty arranging child care in this sample suggests that some benefits, such as helping *pay* for child care, may have little direct bearing on a women's difficulty in *arranging* child care. The limited number of women with infants receiving different types of direct child care benefits made it impossible to analyze the specific effects of each type of benefit on the different outcomes. Such distinctions are important when trying to adequately assess the impact of direct child care benefits.

A consistent theme throughout the analyses was the importance of flexible scheduling for childbearing women. Flexible schedules were related to a host of positive outcomes for employers and for respondents, both prenatally and postnatally. Although the study did not distinguish them, the flexibility respondents described most likely reflected informal practice and formal policies. Flexible time policies are a relatively low-cost option for employers, as smaller companies were not less likely to offer flexibility than larger ones.

Supervisors were important determinants of schedule flexibility and of well-being among these mothers with infants. Creating a family-friendly atmosphere that encourages supervisors to be more understanding of the scheduling needs of their childbearing employees may reap benefits for both employers and employees. The findings also indicate the importance of research that considers not only formal flexitime plans, but also the degree of flexibility offered and informal practices. The systematic study of natural variations in flexible time policies and practices would be extremely useful for helping employed women with infants combine their work and family roles with less stress. Such information could be used to identify "best practices" and would help provide training for first-line supervisors and for managers.

The benefits of the new federal parental leave legislation that ensures 12 weeks of job-protected leave for many employed women cannot be overestimated. In addition to being of great benefit to childbearing women, these findings also indicate that mandated federal family leave can have benefits for employers, as well, in increased productivity and retention of workers. We should recall, however, that not all childbearing women will be covered by the new legislation. Among those excluded will be some part-time workers and those working for small employers. These groups were identified in these analyses as being disadvantaged with respect to leave policies, health benefits and any income during leave. Moreover, relatively new hires are excluded from the legislation. Yet, millions of women will be entering the labor force between 1990 and 2005 and many of them will be in their childbearing years. As this report indicates, as new hires they will face special barriers to family-friendly policies; the new legislation may not provide immediate help if they become pregnant.

Another consistent finding was the importance of health benefits. Adequate health care is vital for healthy babies. Because health insurance is very costly, it is a very desirable fringe benefit. The study indicates that providing health benefits, especially paid time off for doctor visits for pregnant employees, also can benefit employers. The new family leave legislation is a historic step forward in ensuring the continuation of health insurance leave. Yet even in this select sample, almost three in ten women did not have health insurance as a benefit to begin with; some women were less likely to have health benefits than others. They included low-wage workers, those working for smaller companies, part-time workers, shift workers, nonprofessional and nonmanagerial employees and relatively new hires. Nonmarried respondents were significantly less likely than married women to have health insurance as a workplace benefit, or to be covered through other sources. Thus, some childbearing women who already face several barriers to family-friendly policies will remain disadvantaged with respect to health insurance. Research that determines how these childbearing women and their infants fare is important for the further development of policy.

I. INTRODUCTION

Mothers with children under one year of age have become an increasingly significant subgroup of all women workers. In March of 1990, 49.4 percent of all mothers of infants were employed or looking for work (Hayghe, 1991). Moreover, about one employed woman in twelve has an infant. Forty-four percent of all women return to the labor force within six months following the birth of their first child, and over two-thirds of them return to work on a full-time basis (O'Connell, 1989). During the 1980's, labor force participation increased more among these mothers than among any other group of women (U.S. Department of Labor, 1988; 1989).[1]

The influx of mothers into the labor force in general and the mothers of infants in particular has raised public awareness of the difficulties families face in integrating their work and family lives, spurring policy debates about the role of employers and government in helping parents--particularly women--manage their multiple roles. These changes in the composition of the labor force also have forced many employers to examine how they can take into account the family needs of their employees in order to attract and retain skilled workers and keep them productive. Thus, employers are reconsidering family-relevant issues such as their policies on family leave and the adequacy of child-care services for their employees. These issues will remain pressing, for more than half of all workers entering the labor force in this decade will be women (Fullerton, 1989), with women's share of the labor force growing from 45 percent in 1990 to an estimated 47 percent in 2005 (Kutscher, 1991). By the year 2000, an estimated 66 million women will be in the labor force (Fullerton, 1987); many of them will be of childbearing age.

Families of infants with employed mothers face special problems, as high quality nonparental care for infants is especially costly and scarce. "Family work" (Pleck, 1977), i.e. household work and child care, is greatest when children are very young.

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[1] Although mothers of infants represent a larger component of the female labor force now than they did even as recently as a decade ago, the importance of employment among new mothers has been recognized only recently: Labor force statistics were reported separately for this group for the first time in 1986 (Hayghe, 1986).

exacerbating potential work-family conflicts and role overload. Because women retain primary responsibility for child care and related family tasks, employed mothers of infants face special difficulties in integrating their employment and family roles.

To respond to the challenges of a changing workforce and to continue to help women further their movement towards economic self-sufficiency, in 1991 the Women's Bureau initiated a research agenda to assess key factors affecting women in the labor force. This report describes results of a study funded under this initiative. It aims to extend current knowledge about the labor force experience of childbearing women by examining how family-relevant workplace policies and practices may influence these women's labor force participation during pregnancy and after childbirth, as well as their experiences in the workplace. The availability of job-protected leave that can be used for maternity and related benefits such as health insurance and income replacement, employer-provided direct child care benefits, flexible time policies, and social support from supervisors and co-workers all were examined. These policies and practices have been termed "family friendly" because they can facilitate the integration of work and family roles.

Family-friendly employer policies and practices are not equally accessible to all groups of women workers. Therefore, this study also considered barriers that limit pregnant employed women's access to family-friendly policies and practices. The potential barriers considered were: being a low-wage, part-time worker, working for a small employer, being in a nonprofessional/nonmanagerial job, working a nonday shift and being a relatively new hire.

To address these issues, secondary analyses of interview data collected in the *Mothers in the Workplace* (*MITW*) study were conducted. *Mothers in the Workplace* was initiated by the National Council of Jewish Women's NCJW Center for the Child in the mid-1980's in response to the influx of mothers of infants into the workforce. That study investigated what employers can do to help women balance the demands of work and family life, giving particular attention to family-relevant employer policies and practices. In addition to surveying employers, particularly small businesses, trained NCJW volunteers interviewed more than 2,600 employed women during their pregnancy and

over 1,900 of these same women, following childbirth.[2] Initial results of this study have been disseminated through NCJW Center for the Child Reports and other papers (see Appendix I for a list of related reports). This report extends the previous analyses and focuses on the 2,375 employed women who were wage and salary workers when they were initially interviewed during pregnancy and 1,761 of these same women four to seven months following childbirth.

For this report four broad classes of workplace policies and practices are considered: job-protected leave available for maternity and related benefits such as health insurance and income replacement during leave, flexible time policies and practices, direct child care benefits from employers, and supervisor and co-worker support.

Leave Policies and Related Benefits

The issue of parental leave has received a great deal of public attention, as well as increased attention from researchers. One recent line of research has focused on the costs of leave policies to employers. For example, Trczcinski and Alpert (1990) analyzed the costs of training temporary replacements for women on leave, compared to the costs of hiring a permanent replacement if women leave their jobs permanently because leave is not provided.

Another line of work focused on the extent to which leave was available. Until recently, maternity leave as a form of parental leave was available to women in two main forms: (a) leave for the period of medical recovery after childbirth (as part of temporary disability coverage), and (b) non-disability maternity or parental leave, usually taken after or in addition to disability leave. Where short-term disability existed, leave for childbirth was included in the pregnancy disability legislation of 1978 that extended disability to childbearing (Kamerman, Kahn and Kingston, 1983). In 1988, 89 percent of full-time workers in medium and large firms in private industry had some sort of

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[2] Such short-term longitudinal data have several important advantages. First, women's postnatal labor force participation can be predicted by prenatal employer policies and practices. Second, direct, rather than retrospective, accounts of labor market experiences during pregnancy are available, thereby enhancing the reliability of the data collected.

short-term disability benefits (Meisenheimer, 1989). Nondisability parental leave--almost all of it unpaid--was available to only 36 percent of full-time employees in private sector medium and large organizations, and this included general leave-of-absence policies. In fact, as Meisenheimer notes, "benefits were usually provided through these general leave-of-absence policies, rather than through specific parental leave plans." Smaller firms are much less likely to have parental leave (U.S. Department of Labor, 1991).

Federal legislation mandating family leave of at least 12 weeks that can be used for the birth of a child recently became law. Thus, the policy debate no longer is focusing on whether to mandate employers to provide leave. Still, it remains important to learn more about the impact of leave of different types for the further development of policy and for the benefit of those employed women who will not be covered by this new legislation. Analyses directly focusing on the impact of variations in leave policies on the labor force participation of mothers of infants are still limited. For example, the State Parental Leave Study (Bond, Lord, Galinksy, Staines, and Brown, 1991) compared new mothers' rates of return to the same job after childbirth before and after the enactment of mandated parental leave in four states (Minnesota, Oregon, Rhode Island, and Wisconsin). They found equally high rates of return at the two time periods. However, these results should not necessarily be interpreted as indicating that parental leave policies have little impact on return to work. Such policies were typically quite generous in these states prior to passage of the new legislation, so that enactment led to changes in leave policy among relatively few employers. (Perhaps the existence of generous pre-statute policies is one reason these states enacted mandated leave while other states did not.)

In addition to understanding the impact of variations in length of leave, research also is needed on the impact of related benefits, such as employer-provided health coverage during pregnancy and after childbirth, and wage replacement during leave. Moreover, research investigating the influence of leave policies should not restrict its focus only on whether or not women return to work but should be broadened to include a variety of potential outcomes, including productivity, return to the same employer following childbirth, earnings, and well-being.

Flexible Time Policies

Flexible time policies potentially have an important impact on employed mothers (Christensen and Staines, 1990). Indeed, flexible schedules are considered an indirect child care benefit (Hayghe, 1988). One principle form of flexible time policies is flexitime, i.e. being able to vary starting and ending times. In 1985, 12.6 percent of all full-time wage and salary employed women in the private sector reported having flexitime (Mellor, 1986).[3] Higher figures are obtained from the 1987 Bureau of Labor Statistics survey of 10,000 business establishments and government agencies. This survey of employers found that 43 percent of all establishments provided some form of flexitime to at least some employees (Hayghe, 1988). Rates were higher in the private than the public sector and higher in the service-producing industries, where women tend to be employed.

Research has focused most on flexitime and its effects on productivity, job satisfaction and family variables. These effects are generally found to be positive but small (see reviews in Ronen, 1984; Christensen and Staines, 1990). A handful of studies focus on the effects of flexitime on parents' time spent in family roles, perceived conflict between work and family life, and satisfaction with family life. Positive effects for the first two are modest, and not confirmed for the last (see review in Christensen and Staines, 1990). One more recent study has investigated the effects of flexitime specifically among employed mothers of infants, using data from the State Parental Leave Study. High-flexibility flexitime (allowing daily variation in arrival and departure times) had a positive effect on job satisfaction and reduced work-family conflict. Flexitime which allowed no daily variation did not (Staines, 1990). Other research concerning the consequences of control over one's schedule more generally suggests that it reduces conflict between work and family life (Staines and Pleck, 1983; 1986).

Flexible time policies and practices--including flexitime and flexibility in scheduling--may be especially important for pregnant women and mothers of infants, in order to facilitate their ability to integrate their work and family life. More research is

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[3] Men are more likely to have flexitime than women and whites more than African-Americans and Hispanic workers.

needed into how flexible time policies affect the labor force participation and experience of this segment of the labor force.

Direct Child Care Benefits from Employers

Studies have documented links between child care problems and productivity on the job. A study of dual-worker families with children under 13 found one of every four parents with preschool children had difficulty with their current child care arrangements; such difficulty was one of the most significant predictors of absenteeism. A quarter of the mothers had experienced two to five breakdowns in their arrangements in the previous three months. Breakdowns in arrangements were associated with coming to work late or leaving early (Galinsky and Hughes, 1987). In a study of five large technology firms, Fernandez (1986) also found that difficulties with child care were correlated with absenteeism, short work days, and spending time on family concerns during work hours.

The recognition of child care as a workforce issue is reflected in the 1988 report of the Secretary's Task Force, Child Care: A Workforce Issue (U.S. Department of Labor, 1988), and in the Women's Bureau's Employers and Child Care: Benefiting Work and Family (U.S. Department of Labor, 1989). As noted above, policies such as flexitime have been considered to be an *indirect* child care benefit that employers may provide. *Direct* child care benefits include employer-sponsored day care, assistance with child care expenses, information and referral services, and counseling services.

The proportions and characteristics of employers offering various kinds of direct child care benefits have received some attention. The Survey of Employer-Provided Child Care Benefits, conducted by the Bureau of Labor Statistics in 1987, indicates that 11 percent of establishments with 10 or more employees provided some employees a direct child care benefit or service, (Hayghe, 1988). Over 30 percent of employers with 250 or more workers provided at least one such benefit. (See also Christensen, 1989, for parallel results from a recent survey of large corporations.)

More research is needed that specifically focuses on the influence of direct child care benefits provided by employers on the labor force participation and experience of childbearing women.

Support at Work

Social support refers to the practical help and socioemotional support provided by people in one's social sphere. Social support has been identified as enhancing psychological and physical well-being and as a mediator of life stress. It has been linked empirically to enhanced self-esteem, feelings of competence, lowered feelings of alienation, and reduced mortality (cf. Gray, Lovejoy, Piotrkowski & Bond, 1990). Social support from supervisors and co-workers has been shown generally to reduce stress in the work environment (e.g., La Rocco & Jones, 1978). While much of the research on social support from supervisors has focused on men, supportive supervision has been linked to lowered stress and symptoms among employed women as well (Piotrkowski and Love, 1987).

Recent research has focused on the importance of workplace social support for employees with family responsibilities. Having a supportive first-line supervisor has been found to have an impact on employees' perceptions that they can manage work/family problems (Galinsky and Stein, 1989). The State Parental Leave Study (Bond et al., 1991) found that the more support a new mother received from supervisors, co-workers and management prior to her leave, the more likely she was to return to work after the leave.

More research, however, is needed to explore the effect of workplace social support on employed mothers of infants, who face an especially daunting task in combining work and family roles. It seems reasonable to expect that social support from supervisors and co-workers will influence the labor force participation and workplace experience of mothers of infants. Insensitive supervisors who do not understand that women with newborns need flexibility and support at work in order to effectively combine work and family roles may create or exacerbate stress and make child care more difficult.

Too often support from supervisors and co-workers is not examined separately (Piotrkowski and Love, 1987). Given the greater power supervisors have over workplace practices, it is important to disentangle the influence of supervisors and co-workers. Because supervisors help shape workplace policies and practices, it is likely that

supervisor support is the more potent influence on the labor force experience of employed mothers of infants.

Barriers to Family-Friendly Workplace Policies

Family-friendly workplace policies are not uniformly distributed in the labor force. For example, those who work for large corporations are more likely to have direct child care benefits (Hayghe, 1988), more generous leave policies (Kamerman et al., 1983; Miller, 1992), sick leave and other benefits (U.S. Department of Labor, 1991; 1987); but they are less likely to have flexitime (Hayghe, 1988). Blue collar workers are less likely to have paid sick leave (U.S. Department of Labor, 1987) and flexible work schedules than white collar workers (U.S. Department of Labor, 1991). Shift workers are less likely to have flexitime (Mellor, 1986). Professional, technical and related employees are more likely to be eligible for parental leave than blue collar, clerical and sales workers (U.S. Department of Labor, 1991). Kamerman et al., (1983) also found in their survey of 250 employers that most of the employers sampled had minimum service requirements for maternity leave, so that new hires were at a relative disadvantage.

Although these patterns of findings indicate that some groups of workers are disadvantaged in their access to family-friendly policies, there are limitations to these data. Barriers are confounded with each other and with characteristics associated with the employee, such as his or her level of education. Thus, the worker with limited education also is more likely to be a nonprofessional and may work for a small employer, making it difficult to know which one of these factors explain reduced access to family-friendly policies and practices. It is important, therefore, to control for respondents characteristics and to consider the barriers simultaneously so that their independent and combined effects can be assessed.

RESEARCH QUESTIONS

The study reported here aims to enhance our understanding of the labor force participation and experience of childbearing women by addressing many of the concerns described above. The report addresses three general research questions:

I. What Barriers Reduce Access to Family-Friendly Policies and Practices?

The potential barriers examined were: working in a low-wage job, working part-time, being in a nonprofessional/nonmanagerial occupation, being a relatively new hire, working for a small organization, and working a non-standard shift.

II. Which Family-Relevant Workplace Policies and Practices Influence the Labor Force Participation and Experience of Employed Women During Pregnancy?

During pregnancy we were interested in which family-relevant workplace policies and practices predicted: (1) how long into pregnancy a woman remained at work; (2) when she planned to return following childbirth; (3) how satisfied she was with her job; and (4) how productive she reported being.

III. Which Family-Relevant Workplace Policies and Practices Influence the Labor Force Participation and Experience of Employed Women Following Childbirth?

After childbirth, we were interested in which family-relevant workplace policies and practices predicted: (1) whether or not she remained attached to the labor force; (2) whether or not she returned to her prenatal employer; (3) postnatal earnings; (4) her job satisfaction; (5) seriousness of problems arranging child care; (6) work-family conflict; and (7) degree of stress.

These outcomes are important for employers and for women and their families. Employers benefit by having pregnant employees who can stay at work longer without being sick and who have reduced absenteeism. They also benefit if they can retain their

skilled employees following childbirth, as retraining costs can be considerable (Trczcinski and Alpert, 1990). Employers and employees both benefit when valued employees are job-satisfied and when they do not experience child care problems, work-family conflicts, and stress. Thus, these types of outcomes are important ones in having a healthy and productive workforce.

Family-Relevant Policies and Practices as Predictors

In addressing these research questions, several family-relevant policies and practices were considered as influencing the outcomes of interest described above:

Leave Policies: Is job-guaranteed leave of any kind available for maternity? How much leave is offered?

Related Benefits: Does the respondent have health insurance benefits prenatally? Are sick days paid? Is time off given for physician visits without losing pay? Is health insurance continued during leave? Is there any income replacement during leave?

Flexible Time Policies and Practices: Does the employer offer flexibility in starting and ending times? Does the respondent have control over the scheduling of working hours? How easy is it to take time off to meet family responsibilities?

Direct Child Care Benefits: Does the employer help pay for or find child care?

Social Support at Work: Once the respondent returns to work following childbirth, how understanding is her supervisor when she has family or personal business to take care of? How much can her supervisor be relied on when things get tough managing work and family responsibilities? How much can co-workers be relied upon when things get tough?

Related Research from Mothers in the Workplace

In an earlier analysis of the *MITW* study respondents' prenatal workplaces were rated on how "accommodating," i.e, family friendly, they were. Based on respondent's reports about eight policies and practices, each workplace received an overall score. Results indicated that in more accommodating workplaces, pregnant employees were

more job satisfied, missed fewer days due to illness, worked less often while ill, were more likely to spend unpaid time on work and were more likely to be working in the third trimester of pregnancy (NCJW Center for the Child, 1987). In this study, we take the further step of determining which policies and practices are related to these different outcomes.

Similar previous analyses were conducted for the postnatal period (NCJW Center for the Child, 1988). Prenatal workplaces received a score for how many of five child care supports they provided. These five child care supports included indirect supports (job-protected leave and flexibility in starting and ending times) and direct supports (child care services at or near work; help in finding child care; help in paying for child care). Women who had available to them at least one support were more likely to have returned to their prenatal employer at the time of the postnatal reinterview. In this study, we extend this analysis by examining direct and indirect child care supports separately, include other benefits such as health insurance and wage replacement during leave, and assess their impact on both retention and attachment to the labor force.

In a related analysis, direct and indirect child care supports (up to eight) were counted if available in the postnatal job (NCJW Center for the Child, 1988). The more child care supports offered, the fewer problems arranging child care employed women with infants reported, but we cannot determine from the aggregate analysis which particular supports might have been especially important. In this analysis we separate direct and indirect child care supports and related policies to determine their discrete impact on difficulty arranging child care. Moreover, we expand the outcomes examined to include work to home interference, job satisfaction and stress.

PROCEDURE

Data Collection

National Council of Jewish Women volunteers were trained to identify a sample of pregnant women and to collect questionnaire data from them at two points in time: during the last trimester of pregnancy and approximately four to seven months following

childbirth. NCJW volunteers identified women in medical and non-medical settings in 27 states, representing most major metropolitan areas in the country (see Table 1). In 1986 and 1987, they conducted face-to-face interviews with 2,620 employed women during the prenatal period (68 percent were still working at the time), and face-to-face or telephone interviews with 1,916 of these same women after childbirth. The subsample on which the secondary analyses reported here are based is made up of the 2,375 women who held wage and salary jobs during their pregnancies; 1,761 of these women were reinterviewed postnatally.

The sample was not randomly drawn from the population of all pregnant employed women in the United States and, therefore, is not representative. However, NCJW volunteers were carefully guided in their data collection so that the sample was diverse in terms of education, race, income, age, occupation, industry, parity (number of offspring), and marital status. How this sample compares to representative samples is discussed below.

The Survey

The survey questionnaire was constructed by drawing on other studies of work-family issues, with questions added that pertained to workplace policies and practices and outcomes especially relevant to pregnant women and mothers of infants. (See Appendix II for copies of the questionnaires.) Generally, surveys of policies such as parental leave rely heavily on employer reports because they are deemed more reliable than reports of individuals. However, since all respondents were well into their pregnancy, there is reason to believe they would be knowledgeable about policies pertinent to their pregnancies. Moreover, general policies that employers report may not apply to all categories of employees, such as new hires or part-time workers, and they do not reflect *informal* policies and practices. In these instances, individuals' reports may be more accurate. Finally, there is some information--such as job satisfaction and stress--that only employees can provide.

In asking about absenteeism and indicators of productivity, however, objective data from employers would have been more desirable. Since these were not available,

TABLE 1

Cities and Towns Included in the Study

CITY	STATE
Birmingham	AL
Phoenix	AZ
Moraga	CA
Long Beach	CA
Playa Del Rey	CA
San Diego	CA
San Francisco	CA
Los Alamitos	CA
Huntington Beach	CA
Sacramento	CA
Altadena	CA
Denver	CO
Stamford	CT
New Haven	CT
Simsbury	CT
Fairfield	CT
Sarasota	FL
N. Miami Beach	FL
North Palm Beach	FL
Boca Raton	Fl
Miami	FL
Hollywood	FL
Jacksonville	FL
Atlanta	GA
Glencoe	IL
Buffalo Grove	IL
Flossmoor	IL
Chicago	IL
Indianapolis	IN
Overland Park	KS
Louisville	KY
New Orleans	LA
Worcester	MA
Baltimore	MD
Cumberland	ME
Troy	MI

Table 1 (Continued)

CITY	STATE
St. Louis	MO
Omaha	NE
Cranbury	NJ
Teaneck	NJ
Scotch Plains	NJ
Cranbury	NJ
River Vale	NJ
Highland Park	NJ
Livingston	NJ
Spring Valley	NY
Syracuse	NY
Woodmere	NY
Fresh Meadows	NY
Flushing	NY
New York	NY
Katonah	NY
Monsey	NY
Pittsford	NY
White Plains	NY
New Hyde Park	NY
East Hills	NY
Brooklyn	NY
Cincinnati	OH
Harrisburg	PA
Lafayette Hills	PA
Rhode Island	RI
Barrington	RI
Germantown	TN
Nashville	TN
El Paso	TX
Dallas	TX
San Antonio	TX
Norfolk	VA
Vancouver	WA
Bellevue	WA
Seattle	WA
Tacoma	WA

productivity during pregnancy was assessed by respondents' own reports of how frequently they worked while ill; how many days they missed due to feeling ill; and whether or not they worked extra unpaid hours. The survey questionnaire also contained questions about important background variables including *respondent characteristics* (age, education, ethnicity); *family structure* (marital status, parity); and *spouses' earnings.*

Interpretation of Findings

Several limitations of these data led us to expect that the relationships between the family-relevant policies and practices (i.e. predictors) and measures of labor force participation and experience (i.e. outcomes) would not be large. First, there are many factors that influence women's labor force participation and experience in the workplace. This study investigates only a small number of them. Second, there are statistical and methodological limitations to the data: (1) The distributions for several of the variables, both predictor and outcomes, were skewed. For example, fewer than 13 percent reported direct employer assistance with child care. (2) In most cases, single item questions were used that also limit the reliability of the measures. (3) Except for one objective measure of how long women worked into pregnancy, self-report questions were used to assess productivity. These limitations suggest that the test of which family-relevant policies and practices influence the labor force participation and workplace experiences of women before and after childbirth is an especially stringent one. It is important to note, however, that even where relationships are small, they can be meaningful when multiplied over millions of workers.

Although we use the language of causality, the analyses are essentially correlational in nature. In other words, we cannot know for certain whether a workplace policy such as job-protected leave actually "causes" an outcome, such as job satisfaction. However, the fact that data were gathered at two points in time (prenatally and postnatally) is extremely helpful in making causal inferences. It would be unlikely, for example, that a woman's return to her prenatal employer following childbirth would influence her employer's leave policies reported prenatally.

A final caveat, discussed more fully below, is the sample itself. *BECAUSE THIS IS NOT A NATIONALLY REPRESENTATIVE SAMPLE, IT IS IMPORTANT TO EXERCISE CAUTION IN GENERALIZING THE FINDINGS REGARDING DISTRIBUTION OF FAMILY-RELEVANT POLICIES.* While special care must be taken in generalizing *frequencies* from a biased sample, we can more confidently look at relationships among variables. Despite sample biases, we can still learn a great deal about *relationships* between family-relevant policies on the one hand and the labor force experiences of childbearing women on the other.

Organization of the Report

Part II describes the women in the sample, their experiences at work during their pregnancies, their career orientation and labor force attachment. In Part III the family-friendly policies and practices available to respondents during pregnancy are described. In Part IV the barriers that limit access to family-friendly policies are described. In Part V findings are presented regarding the influence of family-relevant policies and practices on the labor force participation and workplace experiences of pregnant women. In Part VI we present findings regarding the labor force participation and earnings of respondents once their babies are born. Part VII examines the well-being of employed women with infants. Conclusions are presented in Part VIII.

An attempt is made to limit technical language so that the main body of the report is accessible to the nontechnical reader. The interested reader can refer to the Technical Appendix (III) for the statistical analyses that form the basis for findings reported in the text.

II. THE WOMEN IN THE SAMPLE: WHO ARE THEY?

It is important to determine how the *MITW* sample differs from the general population of employed women in order to best determine whom the sample represents. Therefore, in describing the sample characteristics, we also provide comparative data from available nationally representative samples. We rely heavily on the 1987 Statistical Abstract of the United States (U.S. Bureau of the Census, 1987). Unfortunately, there is only limited information on a truly comparable sample, i.e. employed pregnant women, because the Bureau of the Census and the Department of Labor do not report separate statistics for the analogous group of women who are employed during pregnancy.

Selected respondent characteristics are presented in Table 2. The typical respondent was a white, college-educated, married, 29 year-old first-time mother. Based on unpublished data from the U.S. Bureau of the Census for employed women with children under the age of one in the general population in 1986-87, we can draw the following conclusions about the study sample: Respondents were more likely to be white, older, primiparous and married than similar employed women in the general population. Eleven percent of the postnatal sample were African-American, compared with 14.9 percent of all employed women with children under the age of one in 1986-87 (unpublished data, U.S. Bureau of the Census). At the prenatal interview, seven out of ten respondents were aged 25 through 34, compared to 60 percent of all employed women with infants in 1986-87.

From the 1987 Statistical Abstract of the United States we also know that the women in the sample had considerably more education than all employed women in the labor force in 1986. They were much more likely to have four years of college or more and much less likely to have only a high school diploma or less. Consistent with their educational status, they were almost twice as likely to be in managerial and professional occupations or to be technical workers than women in the civilian labor force in 1985. Underrepresented in the study sample were service and blue collar workers. Consistent with the high representation of professional and managerial employees, median annual income was higher than the national average for full-time employed women in 1985 ($22,000 versus $15,624).

TABLE 2

Socio-Demographic Characteristics of Women in Wage and Salary Jobs at Time 1 (Prenatal) and Time 2 (Postnatal)

CHARACTERISTIC	Time 1 (n=2, 375)	Time 2 (n=1, 761)
	%	%
Average Age (Years):	28.7	28.9
Ethnicity:		
White, Non-Hispanic	79.8	82.7
Other	20.2	17.3
Previous Births:		
None	68.7	70.2
One or more	31.3	29.8
Education:		
High School or Less	21.6	19.0
Some College	29.4	29.2
4 Years College or More	49.0	51.8
Prenatal Marital Status:		
Married	89.3	91.3
Not Married	10.6	8.7
Prenatal Employment Status:		
Full-time (≥ 35 hours)	79.9	79.6
Part-time (< 34 hours)	20.1	20.4
Prenatal Occupation:		
Manager/Professional	42.9	45.2
Other	57.1	54.8
Earnings for Full-Time Employees:		
Median	$22,000	$20,800[a]

[a] *Represents median income for those back at work full-time at the time of the reinterview.*

The women in the sample were also somewhat more likely to be working full-time than employed women more generally. In 1988, three-quarters of employed women worked full-time (Meisenhimer, 1989), compared to 80 percent in the prenatal sample. The average number of years respondents had worked for their employers was 4 years, which is higher than the 2.6 year average reported for all employed women in 1978 (U.S. Department of Labor, 1983)[4]. Almost one in six worked a nonday shift, which is similar to figures reported for full-time workers in 1985 (Flaim, 1986). Over half worked for a large organization with 500 or more employees.

Of the 2,375 wage and salaried employees interviewed prenatally, 74 percent (n=1761) were reinterviewed following childbirth. However, sample characteristics of these wage and salary women did not change substantially at the time of the reinterview. (See Table 2.)

Experiences During Pregnancy, Career Orientation and Labor Force Attachment.

About nine out of ten women worked into their third trimester of pregnancy. About half reported that working during pregnancy was somewhat or very difficult, and 47 percent said they made some changes in their work routine because of their pregnancies. Of the women who made changes, about half reported doing less strenuous work, and 46 percent reported working fewer hours. Almost one-third also reported that the changes they made reduced their income.

Respondents were generally career-oriented. During the prenatal interview, 62 percent said they would keep working even if they had enough money; half said work was very important in making them feel good about themselves; and 54 percent reported they would prefer to combine work with family life during the first few years of their children's lives. Nonetheless, it is noteworthy that in the mid-eighties, when this survey took place, 47 percent of the pregnant respondents said they preferred not to work at all during the first few years of their babies' lives. Respondents who were neither managerial nor professional employees were significantly more likely to prefer not to work during those first years.

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[4] It is possible that in the years between 1978 and 1986, average job tenure rose somewhat, as women remained in the workforce.

Only one out of ten respondents did not expect to go back to work after their babies were born (8% were unsure). Of those who anticipated remaining in the labor force, more than three-quarters planned to return before their babies were six months old; over 95 percent planned to return within the first year following the child's birth. At the time of the second interview, which took place 21 weeks after delivery on average, only 19 percent had left the labor force altogether. In fact, 62 percent were already back at work, with three out of four women maintaining their prenatal status as full-time or part-time workers. However, about one in five of these women went from full-time work prior to delivery to part-time status (i.e. fewer than 35 hours per week) after their babies were born.

III. FAMILY-FRIENDLY POLICIES AND PRACTICES AVAILABLE TO EMPLOYED PREGNANT WOMEN

Where possible, information about the family-friendly policies and practices available to this sample of women are compared with data from representative, national samples to determine if these respondents were advantaged with respect to family-friendly policies. Because only 5.7 percent of respondents worked in government, for comparison purposes we rely primarily on the U.S. Department of Labor's annual Employee Benefits Survey for 1986, which provided data on 32 million full-time male and female employees in medium and large organizations in the private sector.

Leave Policies and Related Benefits

Most of these pregnant women (87%) reported that their employers offered "time off from work to have a baby with a guarantee of the same job or a comparable job upon returning to work," that is, a job-protected leave from some source that could be used for maternity leave. This percentage is comparable to national figures on the number of employees with short-term disability, which includes sick leave (Meisenheimer, 1989). However, this type of leave should not be confused with parental leave[5] because it includes sick days, other short-term disability plans, vacation, personal days and any individual arrangements made with the employer. For example, in 1988 only 36 percent of employees in medium and large firms were covered by parental leave (exclusive of disability), with 19.1 weeks of (unpaid) maternity leave on average (Meisenheimer, 1989).

In this sample, we estimate that 63 percent of pregnant women had fewer than 12 weeks of leave. *This includes the more than one in ten respondents who reported having no*

[5] Drawing on the international consensus, Kamerman, Kahn and Kingston (1983) have argued that adequate parental leave has several components: (1) job-protected leave with the assurance of the same or a comparable job on return and protection of seniority, pension and other benefits; (2) full or partial wage replacement to cover all or a significant portion of the leave; (3) health insurance that covers both mother and infant during the prenatal and postnatal periods. Additionally, some experts in child development have advocated leaves of six months duration or more (Zigler and Frank, 1988).

job-protected leave from any source at all.[6] Leave appeared to be a patchwork affair, composed primarily of sick leave and vacation, one personal day on average, a couple of weeks at partial pay (probably short-term disability) and several unpaid weeks. Twenty-eight percent reported no wage replacement from any source during their leaves.

One in four pregnant women reported making *individual* arrangements with their employers. Over half of them reported leaves of 12 weeks or more. A major problem with such individually-arranged leave, however, is that it is subject to the idiosyncracies of employers and supervisors, it penalizes those with limited or no sick leave, limited vacation days and so forth, and it may not provide important related benefits. For example, 47 percent of those with such individual arrangements reported no income replacement from their employer or from a temporary disability plan while on leave. Given the nonrepresentativeness of the sample, it is important not to overgeneralize the findings. However, they do provide some insight into leave policies for this particular group of women.

About six in ten employees reported that maternity leave was a "standard policy," rather than being individually arranged. Of these women, four out of ten reported leaves of six weeks or less, suggesting many of these "standard" policies were short-term disability leaves. Only one-third reported that their employers provided 12 weeks of leave or more, significantly fewer than those with individual leave. However, pregnant women with standard leave fared significantly better with respect to having some wage replacement during pregnancy than those with individually-arranged leaves.

Not surprisingly, then, these pregnant women were not very satisfied with the leave offered. Fewer than one-half (46%) described the leave offered as "excellent" or "good." Women also had problems with the leave they actually took, which was not significantly different from the leave they reported being offered. Of all those who had returned to work by the time of the reinterview (62 percent of the post-natal sample),[7]

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[6] Of those for whom we have reliable information about length of leave allowed, 13% reported no leave, 42% reported leave of fewer than 12 weeks and 8% reported they were allowed as much time as the doctor said. We included this latter figure in the estimate of those with fewer than 12 weeks because we assume that it represents a commonly recommended 6 week period of recuperation following childbirth. In fact, among those reporting number of weeks of leave allowed, there is a mode at 6 weeks.

[7] An additional 4.3% were unemployed and looking for work.

47 percent said they did not have enough time with their babies. This is in stark contrast to the one in ten who indicated they did not have enough time to recuperate after their babies were born.

These findings highlight the importance of distinguishing leave for the period of physical recovery from childbirth, from parental leave proper: While it appeared that most women who had already returned to work had enough leave from a physical perspective, almost half did not have enough time from a parental perspective. We expect that dissatisfaction with leave policies would have been even more prevalent in the general population than in this sample because production and service employees who are underrepresented were less likely to be eligible for parental leave than professional, technical and related employees, and they had shorter lengths of leave (U.S. Department of labor, 1991; Meisenheimer, 1989).

Unfortunately, the data available from the *Mothers in the Workplace* survey did not permit us to accurately disaggregate short-term disability leave from parental leave. Instead, we developed an estimate of the percentage of women in this sample who met the three following criteria that approaches an adequate parental leave policy: a standard leave policy that could be used for maternity; health insurance that was continued for at least part of the leave; and 12 weeks of job-protected leave or more. (Short-term disability was necessarily included in the estimate because of problems of disaggregation.) *Only one in ten women had leave that fit these criteria.* Three-quarters of them had at least some wage replacement from a temporary disability plan or from their employer.

Health Benefits

Health insurance provided by employers is the only source of health coverage for millions of Americans. Workplace-based health benefits are particularly important for childbearing women and their infants, as adequate prenatal and postnatal care affects the development of young children and the health of pregnant and new mothers. Lack of adequate prenatal and postnatal care has major social costs because low birth weight is associated with a host of problems in childhood and intensive care for neonates is extremely costly.

As we have seen, the women sampled in the *Mothers in the Workplace* survey were well-educated and employed in relatively high status jobs compared with employed women in the population in general. Thus, in some sense, they are a relatively select group. For this reason, it is especially noteworthy that a significant minority of pregnant respondents reported that their employers did not provide them with health insurance: Three in ten did not have health insurance as a benefit; one in five did not have paid sick days, nor enough time for doctors' visits without losing pay. Those who reported some sort of standard leave policy were significantly more likely to have health insurance coverage. Although most women with health insurance as a benefit had it continued for at least part of their leave, approximately four out of ten had no health insurance from their employers during their leaves.

Nonmarried pregnant employed women were doubly disadvantaged. They were significantly less likely to have health insurance as a workplace benefit than married women. Moreover, among those without health insurance as a benefit, nonmarried women were significantly less likely than married women to have it from any other source.

Interestingly, the pregnant women in this sample appear to be disadvantaged with respect to health insurance coverage at the workplace in comparison with the national sample. Only seven out of ten respondents interviewed in the prenatal interview reported having health insurance, compared with 95 percent of the general population employed full-time in medium and large firms in the private sector. Moreover, the disadvantage did not disappear when we considered only respondents employed full-time (87 percent of respondents had health insurance as a benefit versus 95 percent in the national sample).

One reason for this relative disadvantage might be length of service requirements for health insurance coverage. The Employee Benefits Survey, conducted annually, samples jobs, not individuals. As a result, employees are counted as having health insurance as a benefit, even if they do not yet meet any minimum length of service requirements necessary for receiving the benefit available in that job. The *MITW* survey, in contrast, asked respondents whether or not they themselves had health insurance as a benefit. When we looked at health insurance coverage only for those respondents with

at least one year on the job in private sector, medium and large enterprises and in occupations comparable to the those in the Employee Benefits Survey, the percentage of respondents covered increased, but it was still below that reported in the nationwide survey. Thus, length of service requirements do not account for all the disadvantage. These analyses do indicate, however, that the Employee Benefits Survey may overestimate the number of employees who, at any given time, are actually covered by health insurance and by sick leave.[8]

Compared with the general employed population, respondents were somewhat advantaged with respect to sick leave. In the national sample, 70 percent of employees have paid sick leave (Meisenheimer, 1989), compared to 78 percent of pregnant respondents in the *MITW* sample. This slight advantage appears to be due to the high representation of professional/managerial employees in the *MITW* sample.[9]

Flexible Time Policies

Flexitime is viewed as having benefits for both employers and employees. It is seen as potentially reducing tardiness and facilitating child care, as examples. Flexitime can include narrower or wider bands in beginning and ending times; Staines (1990) found that the degree of flexibility allowed in a flexitime schedule was important for new mothers' integration of work and family life. Extent of flexibility can vary; *MITW* respondents were asked how difficult it was to vary the time they began and ended work to capture this variability. Forty-six percent reported no difficulty at all. Because flexitime varies by occupational groups (Mellor, 1986), the analyses were repeated within occupational categories. Again significant percentages of respondents--ranging from 38 percent for blue collar workers to 51 percent for technical, sales and administrative support workers--reported no difficulty in varying their ending and starting times.

These pregnant women appear relatively advantaged with respect to flexible

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[8] Another difference between samples is that the Employee Benefits Survey does not distinguish between males and females. The sample here does not allow us to test the possibility that jobs which have high proportions of men also have higher rates of health insurance coverage.

[9] When we compared data for professional/administrative employees in the 1986 Employee Benefits Survey with a comparable subsample of full-time *MITW* respondents in medium or large firms, differences between the two samples essentially disappeared (93% in the national sample versus 94% in this sample).

scheduling, compared with a 1985 national sample of employees in which 11 percent of all full-time wage and salary women in the private sector reported being able to vary their beginning and ending times at work (Mellor, 1986). It is possible that the large discrepancy between the *MITW* sample and the national sample is due to the way the questions were asked. The *MITW* respondents were not asked about formal flexitime plans; they were asked about the ease with which they--as individuals--were able to vary their beginning and ending times. Thus, the responses reflect both *informal practices* and *formal flexitime policies*. Many of the respondents were professionals or managers who are more likely to have formal flexitime (Mellor, 1986) and--most likely--informal flexibility in their working hours. It also is possible that young women of childbearing age select jobs with flexible scheduling.

Direct Child Care Benefits from Employers

In this sample, 12.6 percent of pregnant respondents reported that their employer offered some direct assistance in either finding or paying for child care. This is higher than the 11.3 percent of *employers* in the private sector service-producing industries (where most of the respondents are employed) with 10 or more employers who offered direct child care benefits to at least some employees in 1987 (Hayghe, 1988). According to this special nationwide survey, in the service producing industries the most frequently provided benefits were information and referral services (5%) and counseling services (4.6%); 3.5 percent of employers assisted with expenses. In this sample, 4.7 percent reported getting help finding child care, and 5.7 percent reported some form of financial assistance (payment, discounts, or wage reduction plan).

IV. BARRIERS THAT LIMIT ACCESS TO FAMILY-FRIENDLY POLICIES

An important question to be considered in this report is whether or not some groups of women workers face special barriers that limit access to family-friendly policies. Existing data and the findings described above suggest this to be the case. However, since potential barriers--such as low wages and part-time work--may be confounded, it is important to assess their independent and combined effects, while controlling for respondent characteristics such as education, age and so forth.

We examined the following potential barriers: working in a low-wage job, working part-time, being a relatively new hire, working for a small or mid-sized organization, working a nonday shift and working in a nonprofessional/nonmanagerial occupation. Shift work originally had been treated as a control variable. But it quickly became apparent that it should be considered a barrier because it was consistently related to having fewer family-friendly policies and practices.

Analyses focused on the following family-relevant policies potentially available to pregnant respondents: health benefits during pregnancy; job-protected leave from any source that could be used for maternity; whether leave was standard leave or not; wage replacement from temporary disability insurance or the employer; length of leave allowed; degree of flexibility in starting and ending times; and direct child care benefits from employers.

Part-time work was defined as working fewer than 35 hours per week. (Few of these part-timers worked less than 20 hours per week.) Wages were estimated by computing an hourly wage based on data available on the number of hours reported working each week prenatally and annual income.[10] Low wages were defined as hourly wages 150 percent or less of the federal minimum wage in 1986. Because professionals may work very long hours, thereby reducing their hourly wage considerably, we also defined all professional/managerial employees as not being low-wage. Using these definitions, almost one in ten women in the prenatal sample was a low-wage worker.

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[10] This variable is an estimate because it may be that some respondents did not work all year.

The main statistical technique used was multivariate analysis[11]. Respondents' educational level, age, ethnicity, marital status and parity were statistically controlled by entering them into the model prior to the barriers themselves in a first step. It is important to control for these characteristics because they can be confounded with the barriers. For example, a person with limited education might be more likely to be in a nonprofessional/nonmanagerial occupation and to work in a low-wage job. In a second step, all barriers were entered simultaneously to determine if they were significantly related to each family friendly policy. This is a relatively conservative analysis that can tell us the impact of the barriers independent of characteristics of the person. It also statistically controls all other barriers when considering any one barrier, enabling us to determine the effect of *each* barrier independent of the others.

Group comparisons are presented in Table 3. Simple distributions are presented only where there was a statistically significant effect for the barrier in the multivariate analyses. Generally, the group differences are large.

Working in a Low-Wage Job

Those working in low-wage jobs were distinctly and multiply disadvantaged, *independent of their education and other respondent characteristics*. Compared to their more advantaged counterparts, low-wage workers were significantly less likely to have: health insurance as a benefit, paid sick days, enough paid time off for doctor visits, job-protected leave from any source and income from a disability plan or the employer during leave. (According to information from the postnatal interview, they also were less likely to have any health insurance benefits from their employers that continued during their leaves.) Thus, those in low-wage jobs are multiply disadvantaged. The only advantage they appeared to have was in direct child care benefits.

[11] Logistic regression was used with dichotomous outcome variables. Otherwise, multiple linear regression was used, with forced entry of all relevant variables. See Tables 2A through 10A in the Technical Appendix for the results of these multivariate analyses.

TABLE 3

Group Comparisons of Selected Family-Relevant Policies (Prenatal)

POLICY	Low Wage n = 229	Other n = 1921	ORGANIZATION SIZE [c] Small n = 692	Medium n = 382	Large n = 1273
	%	%	%	%	%
HEALTH BENEFITS:					
Have Health Insurance	35.8	76.9	53.8	77.6	80.8
Have Paid Sick Days	40.8	83.0	--	--	--
Have Enough Paid Time for Dr. Visits	47.7	80.9	--	--	--
DIRECT EMPLOYER CHILD CARE BENEFITS:	14.2	12.3	9.9	6.9	15.6
LEAVE FROM ALL SOURCES[a]:					
No Leave At All	23.8	11.4	19.6	12.7	9.0
Standard Leave (vs. All Else)	--	--	34.4	63.9	75.0
Some Wage Replacement (vs. All Else)	29.4	61.4	41.3	59.7	66.6
	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$
Average # of weeks of leave from all sources[b]	--	--	--	--	--
FLEXIBILITY IN STARTING & ENDING TIMES: (*1 = none; 3 = much*)	--	--	--	--	--

NOTE: Only percentages for groups that differ significantly ($p \leq .05$) in the multivariate analyses are reported; "n" refers to the number of respondents in each group.

[a] *This includes leave for maternity from sources such as short-term disability insurance, sick leave, vacation days, personal days, parental leave, and special individual arrangements.*

[b] *Excluded are those who gave categorical responses such "as much leave as wanted" (13.1% of sample) or "as much time as doctor says" (7.6% of sample) and those without any leave.*

[c] *Small organizations are those with fewer than 100 employees; medium organizations are those with 100 to 499 employees; large organizations are those with 500 or more employees.*

TABLE 3 (Continued)

POLICY	Part-Time n = 451	Full-Time n = 1793	TENURE IN JOB: 1 Year or Less n = 536	2 Years n = 944	3 Years or more n = 1291
	%	%	%	%	%
HEALTH BENEFITS:					
Have Health Insurance	36.9	81.3	50.4	68.8	83.0
Have Paid Sick Days	48.7	85.9	54.6	79.3	88.5
Have Enough Paid Time for Dr. Visits	61.9	80.9	65.0	75.1	83.2
DIRECT EMPLOYER CHILD CARE BENEFITS:	--	--	--	--	--
LEAVE FROM ALL SOURCES[a]:					
No Leave At All	20.1	11.0	20.1	15.3	8.9
Standard Leave (vs. All Else)	44.2	65.9	48.5	58.1	68.2
Some Wage Replacement (vs. All Else)	36.2	63.3	40.6	53.1	66.8
	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$
Average # of weeks of leave from all sources[b]	--	--	*10.2*	*10.8*	*15.0*
FLEXIBILITY IN STARTING & ENDING TIMES: *(1 = none; 3 = much)*	2.3	2.1	--	--	--

NOTE: *Only percentages for groups that differ significantly ($p \leq .05$) in the multivariate analyses are reported; "n" refers to the number of respondents in each group.*

[a] *This includes leave for maternity from sources such as short-term disability insurance, sick leave, vacation days, personal days, parental leave, and special individual arrangements.*

[b] *Excluded are those who gave categorical responses such "as much leave as wanted" (13.1% of sample) or "as much time as doctor says" (7.6% of sample) and those without any leave.*

TABLE 3 (Continued)

POLICY	Day Shift n = 1905	Other Shift n = 361	Professional/ Managerial n = 1013	Other n = 1346
	%	%	%	%
HEALTH BENEFITS:				
Have Health Insurance	75.0	58.6	--	--
Have Paid Sick Days	81.4	62.3	88.0	70.9
Have Enough Paid Time for Dr. Visits	79.4	64.8	86.4	70.0
DIRECT EMPLOYER CHILD CARE BENEFITS:	--	--	16.5	9.4
LEAVE FROM ALL SOURCES[a]:				
No Leave At All	12.0	17.0	--	--
Standard Leave (vs. All Else)	63.3	52.6	66.2	57.8
Some Wage Replacement (vs. All Else)	60.2	47.2	--	--
	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$
Average # of weeks of leave from all sources[b]	--	--	--	--
FLEXIBILITY IN STARTING & ENDING TIMES: *(1 = none; 3 = much)*	2.1	2.1[c]	2.0	2.2

NOTE: Only percentages for groups that differ significantly ($p \leq .05$) in the multivariate analyses are reported; "n refers to the number of respondents in each group.

[a] *This includes leave for maternity from sources such as short-term disability insurance, sick leave, vacation days, personal days, parental leave, and special individual arrangements.*

[b] *Excluded are those who gave categorical responses such "as much leave as wanted" (13.1% of sample) or "as much time as doctor says" (7.6% of sample) and those without any leave.*

[c] *This was significant in the multivariate analyses. Day shift workers reported more flexibility once all other variables were in the equation.*

Organization Size

Working for a smaller organization also was a barrier that limited access to many family-friendly policies.[12] Those employed in smaller organizations had less access to: health insurance is a benefit, employer-provided direct child care benefits, job-protected leave from any source, leave as a standard policy, some wage replacement from a disability plan or the employer during leave. (They also were less likely to have health insurance benefits from their employers continued during leave.)

Part-Time Work

Independent of education and other characteristics, part-timers were much less likely to have: health insurance as a benefit, paid sick days, enough paid time off for doctors visits, job-protected leave from any source, a standard leave policy and wage replacement during leave from a disability plan or employer. (They also were less likely to have any health insurance benefits continued while on leave.) Thus, part-time workers also were multiply disadvantaged. Part-timers may be advantaged in one respect, however: They had slightly more flexibility in starting and ending times.

Job Tenure

Those who had limited length of service with their employers also were multiply disadvantaged. Those with fewer years with their employers were less likely to have: health insurance as a benefit, paid sick days, enough paid time off for doctors' visits, job protected leave from any source (and fewer weeks of leave), leave as a standard policy, some wage replacement from a disability plan or employer during leave. (They also were less likely to have any health insurance benefits from their employers continued while on leave.)

Shift Work

Interestingly, nonday shift workers were multiply disadvantaged, independent of other factors sometimes associated with shift work, such as occupational category,

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[12] In the multivariate analyses, organizational size was dichotomized as working for an establishment with 500 or more employees in all locations in the U.S. versus working for an establishment with fewer than 500 employees.

educational level, and number of years with employer. Shift workers were significantly less likely to have health insurance as a benefit, paid sick days, enough paid time off for physician visits, job-protected leave from any source, leave as a standard policy, some wage replacement from a disability plan or the employer. Although the simple percentages reported in Table 3 do not make it clear, once all barriers were controlled for, shift workers reported less flexibility in when they started and ended their jobs. (They were also less likely to have any health insurance benefits from their employers continued while on leave.)

Nonprofessional/Nonmanagerial Occupations

Those in nonprofessional/nonmanagerial jobs also were disadvantaged. Even after controlling for education and all other barriers, these women were less likely to have access to: paid sick days, enough paid time off for physician visits, leave as a standard policy. They also were less likely to have direct child care benefits from their employers. However, they did report slightly greater flexibility in starting and ending time.

The Cumulative Effects of Multiple Barriers

Because these barriers operated independently of each other, an index was formed for each woman that summarized the total number of barriers to which she was exposed. Each respondent received one point for each of the following: being a low-wage worker; working a nonday shift; working part-time; working in a nonprofessional/nonmanagement job; working for an organization with fewer than 100 employees; and being with her current employer for one year or less. Scores could range from no barriers to a maximum of six barriers.

Table 4 provides information about the relationship of number of barriers to family-friendly policies[13]. Consistent with the analyses reported above, there is a clear pattern: The more barriers a woman faced, the less access she had to family-friendly policies. Thus, the barriers are cumulative. Again, some of the group differences are very large.

[13] Chi squares, t-tests and analyses of variance were used as appropriate.

TABLE 4

Selected Family-Relevant Policies by Number of Barriers (Prenatal) (n = 2375)

POLICY	NUMBER OF BARRIERS: Up to One n = 1170	Two n = 495	Three n = 267	Four or more n = 167
	%	%	%	%
HEALTH BENEFITS:				
Have Health Insurance	89.0	68.6	44.6	19.8***
Have Paid Sick Days	93.4	75.5	56.8	25.7***
Have Enough Paid Time for Dr. Visits	87.5	72.1	64.0	44.9***
DIRECT EMPLOYER CHILD CARE BENEFITS:	14.9	8.8	10.4	10.4**
LEAVE FROM ALL SOURCES[a]:				
No Leave At All	7.3	15.4	19.8	28.2***
Leave is Standard Policy (vs. All Else)	75.5	52.0	38.7	35.0***
Some Wage Replacement (vs. All Else)	71.7	51.6	34.2	19.9***
	$\bar{x}$	$\bar{x}$	$\bar{x}$	$\bar{x}$
Average # of weeks of leave from all sources[b]	*14.9*	*11.2*	*10.6*	*7.6****
FLEXIBILITY IN STARTING & ENDING TIMES: *(1 = none; 3 = much)*	2.0	2.2	2.2	2.2***

* $p \leq .05$ ** $p \leq .01$ *** $p \leq .001$

NOTE: *Barriers included in these analyses were: working for an organization with fewer than 100 employees; working part-time (i.e., less than 35 hours per week); working in a low-wage job (no more than 150% of minimum wage); working a non-day shift; working in a nonprofessional/nonmanagerial job; and working one year or less for one's employer.*

[a] *This includes leave for maternity from sources such as short-term disability insurance, sick leave, vacation days, personal days, parental leave, and special individual arrangements.*

[b] *Excluded are those who gave categorical responses such "as much leave as wanted" (13.1% of sample) or "as much time as doctor says" (7.6% of sample) and those without any leave.*

Only one in five women faced no barriers; one in five faced at least three barriers. Vulnerable women faced more barriers. Nonmarried pregnant women and those with lower earnings faced significantly more barriers. Those with four or more barriers earned about $8,700 annually; those with one or no barriers earned about $27,000 annually. Thus, women with more barriers were less likely to have resources to enable them to overcome the problems created by their limited access to family-friendly policies, such as job-protected leave and health insurance. For example, 20 percent of those who faced four or more barriers had health insurance as a fringe benefit of their jobs, compared to 89 percent of those with one or fewer barriers; 28 percent of those with four or more barriers had no leave from any source, compared to 7 percent of those with one or fewer barriers. Distinguishing no barriers from one barrier did not change the pattern of findings.

Concluding Remarks

These analyses confirmed previous research that has identified some groups of workers as being disadvantaged with respect to family-friendly policies. The policies examined here are especially pertinent to pregnant women, because they include health insurance and job-protected leave. What was notable about these findings is that being in a disadvantaged group reduced access to almost all the policies and practices examined. Moreover, barriers were cumulative. It also is notable that non-standard shift workers were found to be an "at-risk" group. In this sample, shift workers were primarily located in the health service and trade industries. It is possible, of course, that the disadvantages associated with shift work may be due to industry rather than shift workers *per se*, an interesting issue for further study.

V. LABOR FORCE PARTICIPATION AND EXPERIENCE DURING PREGNANCY

Do family-relevant policies influence the labor force participation and experience of women during pregnancy? We were interested in learning which policies and practices influenced how long a woman worked during her pregnancy, when she planned to return, her satisfaction with her job and her "productivity," taking into account a woman's age, marital status, number of children, education, ethnicity, the size of the establishment in which she worked, her wages, hours worked, occupational category, length of tenure in a job, shift, and so forth. Despite the lack of a representative sample, these types of questions could usefully be asked because we were looking for relationships among variables.

Overview of Data Analyses

The data were analyzed in several stages. In the first stage, full multivariate models were analyzed in which the variables assessing policies and practices were entered after controls for respondent characteristics, family structure, respondent and spouse earnings and the six barriers to family-friendly policies identified in Part IV. The policies and practices were entered in sets because they were correlated with each other (see Cohen and Cohen, 1975). Order of entry was as follows: health benefits (availability of health insurance as a job benefit, paid sick days, and enough paid time off for doctor visits); flexible starting and ending times; length of job-protected leave allowed[14]; direct employer child care benefits. In a few cases, predictors were omitted because they were conceptually unrelated to the outcomes (e.g. child care benefits and days missed due to illness).

These full models were reduced in order to minimize the loss of cases because of missing data. Included in the reduced models were predictor variables that (1) were statistically significant or almost so if they were entered into the model by themselves after the background variables; (2) were statistically significant or almost so at their step;

[14] For these analyses, a "dummy" variable was created with the following categories: up to 6 weeks of leave; 7-11 weeks of leave; 12-25 weeks of leave; 26 weeks of leave or more; as much time as the doctor says; as much leave as wanted; missing data. The reference group was: no leave at all.

(3) were statistically significant in the last step of the full model; or (4) were conceptually interesting or important. Results were deemed reliable when the individual beta weights for each predictor variable at its step was significant, the model improvement at that step of the analysis was statistically significant ($p \leq .05$), and--in the case of multiple linear regression--the overall model was statistically significant. These reduced models are presented in Tables 11A through 16A of the Technical Appendix.

This approach to data analysis is extremely conservative because the barriers themselves were related to the policies and they were entered into the model prior to them. It also may underestimate the effects of family-relevant policies because the set of predictors were sensitive to order of entry due to their intercorrelation. Moreover, within a set, policies were correlated (e.g. health insurance and paid sick leave).

To deal with these problems, supplementary secondary models were analyzed. In a first step, respondent background characteristics, family structure and spouses' income were entered as controls; in a second step, the family-relevant policy or practice was entered *by itself*. This approach also was taken in determining the effects of having any wage replacement during leave (from a disability plan or one's employer), and having at least some continuation of health insurance during all or part of the leave.[15] These latter variables could not be included in the full model because they were confounded with having leave at all or having health insurance benefits. Results of these analyses are reported in the text.

How Long a Woman Worked Into Pregnancy

Facilitating women's work into their pregnancies--as long as they do not feel ill and can take the time they need--has benefits to employers and to respondents, who may be interested in maintaining their incomes. Nine out of ten women worked into their last trimester.[16] Still, there was variation in how long a woman continued to work during her pregnancy.

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[15] "Dummy" variables were created for these analyses. The wage replacement variable had four categories: leave without wage replacement (reference group); leave with wage replacement; no leave and no wage replacement; missing data. The continuation of benefits variable had four categories: leave without continuation of benefits (reference group); leave with continuation of benefits; no leave and no continuation of benefits; missing data.

[16] To calculate how long women worked into pregnancy, information from the postnatal interview--which provided the most accurate information--was supplemented by information from the prenatal interview.

Controlling for respondent characteristics and so forth, family-friendly policies and practices predicted how long a women worked into her pregnancy. Health benefits were especially important: Those with health insurance as a benefit, paid sick days, and enough paid time for doctor visits, all worked later into pregnancy. For example, 80 percent of women with paid sick days worked into their ninth month of pregnancy compared with 52 percent of women without such a benefit. Similarly, 79 percent of women with enough paid time for doctor visits worked into their ninth month of pregnancy, compared to 55 percent of women without this benefit.

Over and above health benefits, those with more flexible starting and ending times worked significantly later into their pregnancies. And beyond these family-friendly policies, those having job-protected leave worked longer than those without it. Seventy-eight percent of those with leave from any source worked into their ninth month of pregnancy compared to 49 percent of those without any leave. Consistent with earlier reports from the *MITW* study, these findings suggest that employers are rewarded for having family-friendly policies, as their pregnant employees work longer into their pregnancies.

Plans to Return to Work Following Childbirth

When women planned to return to work was related to when they stopped work during pregnancy. Those who stopped later also planned a significantly earlier return.[17] Responses to the question of when respondents planned to return to work were analyzed for those women who said they planned to return to work (82.2%) or were unsure (8.3%).[18] (At the prenatal interview, only 9.5 percent of the respondents said they did not plan to return to work.)

Financial considerations were predictors of when women planned to return to work following childbirth: A woman who earned at least $12,000 annually was more likely to intend returning within six months, suggesting the importance of opportunity costs. However, she was less likely to plan to return in six months if her husband earned $40,000 annually compared to less than $19,000.

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[17] $r=-.28$, $p \leq .001$

[18] The response format for this question was: less than 6 months after delivery, 6 months to one year and more than one year. For these analyses, the last two categories were combined.

Beyond these factors, however, family-relevant policies and practices also were related to planned return. Again, health benefits played a role. Those with paid sick days, paid time off for doctor visits and health insurance planned an earlier return, as did those with some health insurance that continued during at least part of the leave. For example, of those with health insurance benefits, 80 percent planned to return before their babies were six months old, compared with 73 percent of those without health insurance as a benefit. Thus, availability of health benefits may serve as a financial incentive to return earlier.

Over and above health benefits, those with greater flexibility in starting and ending times planned to return sooner. Because schedule flexibility facilitates work-family integration, it may influence a woman's post-childbirth plans. Employers who provided some direct child care benefits also had employees who planned to return sooner.

The availability of job-protected leave and wage replacement also influenced women's plans. Those with fewer than six months of leave were more likely to plan to return to work within six months than those not having any leave at all. Women with some wage replacement from a disability plan or their employers during their leave also planned an earlier return.[19]

Job Satisfaction in Pregnancy

Respondents were asked, "All in all, how satisfied would you say you are with this job?" Six out of ten pregnant women reported being very satisfied with their jobs; another third were somewhat satisfied. We expected that family-friendly workplaces would also have more job satisfied pregnant employees, and this was the case. Over and above all other factors considered, predictors of job satisfaction were: enough paid time off for doctor visits, flexibility in starting and ending times, having 12 weeks of job-protected leave or more compared to no leave at all, having some income replacement

[19] Health insurance as a fringe benefit, the continuation of some benefits for at leave part of the leave, some wage replacement and direct child care benefits were statistically significant ($p \leq .05$) in the supplemental secondary analyses.

during leave, and having direct child care benefits.[20] For example, 63 percent of respondents with paid time for doctor visits reported being very satisfied with their jobs, compared to 45 percent of those without sufficient time off.

Self-Reported Productivity During Pregnancy

As discussed above, the indicators of productivity were limited to those reported by the respondents. Nonetheless, they are included here for exploratory purposes. Productivity was assessed with self-reports of (1) how many days a woman missed work while ill; (2) how often she worked while ill; (3) whether she often did extra unpaid work for her job.

Days Missed Due to Illness

Women were asked, "During pregnancy everyone is likely to have days when they are just not feeling well, even if they do not have more serious problems. How many days of work have you missed because you did not feel well enough to go to work?" The mean number of days they reported was surprisingly small (2.6 days on average, with a median of zero).[21] One policy predicted missed days due to illness: Women who reported enough paid time off for physician visits reported significantly fewer days missed due to illness, although the effect of this policy was weak.

Frequency of Working While Ill

Working while ill can reduce productivity. Unfortunately, almost one fourth of the respondents said they often or very often went "to work in spite of feeling ill." Family-friendly policies did help to ameliorate this situation. Women with enough paid time off for physician visits, greater flexibility in starting and ending times, and very

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[20] Wage replacement and direct child care benefits were statistically significant ($p \leq .05$) in the supplemental secondary analyses.

[21] It is possible that responses to the questions of how often women worked while ill and how many days they were too ill to work were affected by how long they worked into pregnancy. The longer they worked, the more opportunities they had to miss work while ill or to work while ill. To test these possibilities, zero-order correlations were computed between how long they worked into pregnancy and number of days missed while ill and frequency of working while ill. Correlations were small (-.06 and -.14) and in the opposite direction predicted. These reverse findings are consistent with respondents' reports of why they stopped work: Seventy percent gave "physical discomfort" as a somewhat or very important reason they stopped working.

generous maternity leave (as much time as needed compared to no leave) reported working less often while ill. For example, 66 percent of those with enough paid time to visit their physicians reported infrequently working while ill, compared to 52 percent of those without this benefit.

Spending Extra Unpaid Time on Work

Women worked hard during their pregnancies: One-third of respondents answered affirmatively to the question, "Have you often spent time doing things related to your job outside regular work hours, excluding paid overtime?" This question can be viewed as an indicator of loyalty and commitment to one's employer. The family-friendly policies that predicted an affirmative response were direct child care benefits from employers, enough paid time off for physician visits, and health insurance as a fringe benefit.[22] For example, 45 percent of those with direct employer child care benefits reported spending extra unpaid time compared to 32 percent of those without this benefit.

Concluding Remarks

Consistent with previous reports from the *MITW* study, family-friendly policies and practices predicted how long into pregnancy a woman worked, her plans to return, her job satisfaction, and self-reported productivity (cf. NCJW Center for the Child, 1987). In this analysis, we learned more about which particular policies and practices made a difference. Table 5 provides an overview of the findings.

Health insurance and related benefits are expensive for employers. However, those who offered such benefits--especially enough paid time off for doctor visits--were rewarded with more job-satisfied and productive employees and employees who planned to return to work sooner following childbirth. Time flexibility is a less expensive policy for employers; those who allowed more flexibility in starting and ending times benefited in increased productivity (e.g. employees who worked longer in pregnancy), earlier

[22] The latter two variables were statistically significant ($p \leq .05$) in the supplemental secondary analyses.

TABLE 5

Overview of Significant Relationships Between Predictors and Outcomes During Pregnancy

OUTCOMES	PREDICTORS					
	Health Benefits	Health Benefits Continued During Leave	Schedule Flexibility in Starting & Ending	Job-Protected Leave*	Some Income Replacement During Leave	Direct Employer Child Care Benefits
Stopped Work Later	YES		YES	YES		
Planned Return Sooner	YES	*Yes*	YES	YES	*Yes*	*Yes*
More Job Satisfied	YES		YES	YES	*Yes*	*Yes*
Less Absenteeism	YES	N/A			N/A	
Worked Less Often While Ill	YES	N/A	YES	YES	N/A	
Extra Unpaid Time on Work	*Yes*					YES

NOTE: All outcomes are assessed through respondents' reports. Results of the supplementary secondary analyses are reported in italics.

* *The relationships between job-protected leave and outcomes varied with the length of leave available. See the text for a fuller discussion.*

planned return and increased job satisfaction among their pregnant employees. The flexibility measured here did not distinguish between formal policies and informal practices.

Providing job-protected leave also had positive outcomes, which depended on the length of leave available. Having leave at all meant that women working longer into pregnancy; having leave at least 12 weeks long was related to increased job satisfaction. (Interestingly, whether the leave was a standard policy or was individually-arranged had little impact in these analyses.)

Finally, direct child care benefits, some wage replacement during leave, and the continuation of health insurance during at least part of the leave had positive effects as well.

VI. EMPLOYED MOTHERS OF INFANTS: LABOR FORCE PARTICIPATION AND EARNINGS

We turn now to the question of whether family-friendly workplace policies influenced the labor force participation and earnings of respondents once their babies were born. Three indicators of postnatal labor force participation and progress were considered as outcomes: attachment to the labor force; whether or not respondents remained with their prenatal employers when they returned to work; and earnings in their postnatal jobs. *Prenatal* employer policies and practices were considered as predictors of these outcomes.

Data Analysis Strategy

The data analysis strategy used to predict labor force attachment, return to the same employer, and postnatal earnings paralleled those described in Part V (see above). Results of the multivariate analyses (reduced models) are presented in Tables 17A and 18A of the Technical Appendix.

Attachment to the Labor Force

Most respondents remained attached to the labor force. At the time of the reinterview, two-thirds of the respondents interviewed had already returned to the labor force, i.e. were back at work or looking for work (4.3% were unemployed). Fifteen percent were still on leave. Women still on leave reported significantly more weeks of leave allowed by their employers than those who had left the labor force, were unemployed or were back at work (23 weeks on average versus 10 to 12 weeks). Only 19 percent had left the labor force altogether, at least at the time of the interview. What factors predicted whether or not women remained attached to the labor force, i.e. were in the labor force or still on leave at the reinterview? Results indicated that financial considerations shaped women's decisions. As in the case of when women planned to return to work following childbirth, husbands' and wives' prenatal incomes exerted

countervailing influences on labor force attachment.[23] Women earning at least $19,000 annually were more likely to stay attached to the labor force than those earning less than $12,000, suggesting they considered opportunity costs in their decisions. However, women whose spouses earned more than $30,000 annually were less likely to stay attached to the labor force than those earning less than $19,000, suggesting that higher spouses' earnings made it more feasible to stay out of the labor force.

Family-relevant policies and practices with economic consequences also were important. Those with paid sick days, health insurance as a benefit in their prenatal jobs, and health insurance benefits that continued for all or part of their leave were more likely to remain attached to the labor force.[24] Women who had job-protected leave from any source[25] were also more likely to remain attached to the labor force. Thus, women with lower earnings and lack of health insurance benefits had little economic incentive to remain attached to the labor force. If their jobs were unprotected they also were more likely to leave.

Predicting Return to the Prenatal Employer

About three out of ten women were no longer with their prenatal employers at the postnatal interview, i.e. they had left the labor force altogether, were unemployed or were working for a new employer. Still, most women were back at work at the reinterview and the majority of them (88%) had remained with their prenatal employers.

Employers and employees alike can incur costs when employees leave their jobs. Employers must find new workers and train them, which can be especially costly when skilled workers are lost. (We should recall that this was a highly educated sample of women.) Employees must find new jobs and lose income if unemployed for any length

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[23] "Dummy" variables were used for respondents' and spouses' annual earnings to allow for the inclusion of a term for missing data. Respondents' earnings were categorized as: less than $12,000; $12,000 to less than $19,000; $19,000 to less than $27,000; $27,000 and more. Spouses' earnings were categorized as: less than $19,000; $19,000 to less than $30,000; $30,00 to less than $40,000; $40,000 and more.

[24] Health insurance as a benefit and the continuation of such benefits were statistically significant ($p \leq .05$) in the supplementary secondary analyses.

[25] Seven to eleven weeks of leave in this analyses was not significantly different from no leave. However, at least 6 weeks of leave and 12 weeks of leave or more were. When a dichotomous variable (leave or not) was entered into the model, having any job-protected leave at all predicted labor force attachment.

of time. Given these potential costs to employers and employees, it is instructive to learn the reasons women gave for leaving their employers. Their reasons are presented in Table 6. The most frequently cited reason was personal: guilt over leaving their new babies. But lack of supportive workplace policies were cited by a sizable number of respondents as well: Problems arranging satisfactory child care was a reason given by over half the sample. Also important were inadequate leave; lack of part-time work; scheduling problems; job dissatisfaction; and a nonsupportive supervisor or boss. These analyses suggest that lack of family-friendly policies can hurt employers and employees alike.

Multivariate analyses also were used to determine which *prenatal* family-relevant policies and practices predicted whether or not women had returned to the same employer by the time of the postnatal reinterview. Three groups of women were included in this analysis: those who were back at work with the same employer at the time of the reinterview ("returners"), and those who were unemployed or working for a new employer ("nonreturners"). (A small number of the women in this last group had initially returned to their same employer.) Respondent characteristics, barriers to family-friendly policies in their prenatal jobs, and family-relevant policies and practices at their prenatal jobs were initially included in the full model.[26]

Not surprisingly, women earning more than $12,000 prenatally and with longer tenure in their jobs were more likely to remain with their employers. Over and above these and other background factors, however, women were more likely to remain with their prenatal employers if they had health benefits (paid sick leave, time off for doctor visits, health insurance as a fringe benefit), some continuation of health insurance during leave, some job-protected leave from any source, some wage replacement from a disability plan or from their employer during leave, and greater flexibility in when they started and ended work.[27] They also were more likely to return if they were satisfied with their prenatal jobs. Thus, employer loyalty increased as economic benefits

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[26] Women who were still on leave were omitted from the analysis because we did not yet know what they actually would do.

[27] Job-protected leave, health insurance as a benefit and its continuation during at least part of the leave, and some income replacement during leave were statistically significant ($p \leq .05$) in the supplementary secondary analyses.

TABLE 6

Reasons Women Gave for Quitting Their Jobs (Time 2)
(n = 433)

How important were the following factors in your decision to quit your old job?

	Not %	Some %	Very %
Guilty Leaving Baby With Other	28.2	19.2	52.7
Did Not Want to Keep Working	44.3	20.6	35.1
Problems Arranging Satisfactory Child Care	47.6	22.4	30.0
Not Enough Leave	60.5	13.9	25.9
Job Now Too Hard	55.3	19.2	25.5
Could Not Return Part-Time	63.4	11.8	24.8
Unhappy With Job	57.7	17.6	24.7
Problems Arranging Desired Schedule	63.9	13.2	22.9
Insensitive Boss or Supervisor	70.4	11.5	18.0
Husband or Relatives Against Work	68.4	18.0	13.6
Travel Took Too Long	75.5	11.1	13.4

increased. But nonfinancial considerations such as job satisfaction and schedule flexibility also were important.

We learned even more about the importance of schedule flexibility when we considered two groups of women who were employed at the time of the reinterview: those who were working at their prenatal jobs at the time of the reinterview (n=915) and those who were working at another job (n=127).[28]

Consistent with the results of the multivariate analyses, in which these women were included, those who had moved to new employers earned significantly less in their prenatal jobs than those who did not ($21,500 versus $15,000), had less access to family-friendly policies and were more job-dissatisfied.[29] Moreover, four out of ten women who returned to work elsewhere mentioned unhappiness with their prenatal jobs as a very important reason they quit; 27 percent mentioned an insensitive boss or supervisor as a very important reason as well. Schedule flexibility also proved very important. Eighty-five percent of these "changers" said their postnatal jobs fit their needs as new mothers better than their prenatal jobs. When asked how important a set of factors were in their decision to take their postnatal jobs, 47% said that the availability of part-time work was a very important reason and 60% said flexible scheduling was a very important reason. In fact, these changers reported more control over their work schedules postnatally than those who had remained with their prenatal employers.

Postnatal Earnings

What happens to women's earnings after leave for childbirth? In the section above, we learned that some family-relevant policies and practices predicted a woman's

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[28] These two groups of women did not differ significantly in the prenatal period in the number of hours they worked (both groups worked full-time on average), in the shift they worked, in the proportion of professional or managerial occupations represented, in their education or their marital status. However, those who remained with their employers were significantly older, had been with their prenatal employers longer and were more likely to work for organizations with at least 500 employees.

[29] Those who changed jobs were significantly less likely to have health insurance as a fringe benefit in their prenatal jobs (58% versus 80%); to have paid sick days (62% versus 86%); to have enough paid time off for doctor visits (64% versus 83%); to have job-protected leave from any source (78% versus 91%); and to have some income from disability or from their employers during their leaves (59% versus 70%).

return to her prenatal employer. Thus, it is possible that workplace policies and practices may indirectly influence postnatal earnings by affecting women's decisions to remain with their prenatal employer.

Among those who did not return to their prenatal employers were women who were unemployed at the reinterview. Obviously, those women experienced a serious reduction in earnings. But what about women who were employed at the postnatal reinterview? To learn more about postnatal earnings, we again compared those who were working for their prenatal employers and those working for new employers at the time of the postnatal interview. (The two groups did not differ in the amount of leave taken.) Both groups experienced a significant income reduction in the postnatal period. The average drop in earnings for those who returned to their employers was $2,057; the average drop in earnings for those who worked for a different employer was $3,473. This difference between the groups was not statistically significant (although it approaches significance). However, it is important to note that the *percentage* drop in income from prenatal earnings was substantially different: Those who returned to the same employer lost 9 percent of their prenatal earnings; those who were working for a new employer lost 20 percent of their prenatal earnings.

This loss in earnings in both groups of women is associated with a significant reduction in hours worked postnatally. Those who remained with their employers had a 4.6 hour reduction in hours worked on average; those with new employers had a 11 hour per week reduction in hours worked. Earlier we learned that those women who changed jobs mentioned a better work schedule as an important reason for leaving their prenatal employer. Thus, these young women who were dissatisfied with their prenatal jobs and whose earnings were lower to begin with, took substantial cuts in income in order to reduce their working hours and have a better fit between their needs as new mothers and their market work.

Concluding Remarks

In a previous report based on these data, those who had any one of five direct and indirect child care supports were more likely to return to their prenatal employers (NCJW Center for the Child, 1988). Here we took a closer look at specific policies and

examined labor force attachment and earnings as well. An overview of findings regarding labor force attachment and retention by prenatal employers is presented in Table 7.

Women without job-protected leave from any source were, not surprisingly, less attached to the labor force and to their prenatal employers than those who had leave. Economic considerations also played a role. Women earning $12,000 annually or more were more likely to remain attached to the labor force and to their prenatal employers. Higher spouses' earnings exerted a negative influence on labor force attachment, but was unrelated to whether or not women returned to their prenatal employers. Women were more likely to leave the labor force altogether if they could afford it; they were more likely to stay if they had to give up higher earnings themselves.

But economic considerations were not the only factors women considered in making their decisions. Those who had greater flexibility in when they started and ended work and those who were more job satisfied prenatally were more likely to return to their employers. But economic considerations sometimes gave way to family needs. Some respondents--particularly those with lower prenatal earnings, less family-friendly workplaces, and lower job satisfaction--took new jobs once their babies were born in order to reduce their hours and have a work schedule that better fit their needs as new mothers, even though their earnings dropped a precipitous 20 percent. Perhaps some of these women would have chosen to remain with their prenatal employers if they had greater flexibility in their schedules and if part-time work were available.

TABLE 7

PRENATAL FAMILY-FRIENDLY POLICIES AND PRACTICES THAT PREDICT POSTNATAL ATTACHMENT TO THE LABOR FORCE AND TO EMPLOYERS

WOMEN WERE MORE LIKELY TO REMAIN ATTACHED TO THE LABOR FORCE, IF:

- *They had health insurance as a benefit.*
- *They had paid sick days.*
- *Their health insurance was continued for at least part of their leave.*
- *They had job-protected leave from any source.*

NOTE: **Labor force attachment was defined as being in the labor force or still on leave intending to return.**

WOMEN WERE MORE LIKELY TO RETURN TO THEIR PRENATAL EMPLOYERS, IF:

- *They had health insurance as a benefit.*
- *They had paid sick days.*
- *They had enough paid time off for doctor visits.*
- *They had job-protected leave from any source.*
- *Their health insurance was continued for at least part of their leave.*
- *They had some income replacement during at least part of their leave from disability plans or their employers.*
- *They had more flexibility in when they started and ended work.*

VII. THE WELL-BEING OF EMPLOYED MOTHERS OF INFANTS

We now consider the impact of social support at work, flexible, time policies and practices, and direct child care benefits on the well-being of employed women with infants. We were particularly interested in those outcomes associated with potential distress: job satisfaction, problems arranging child care, work to home interference and stress.

Social support from supervisors and from co-workers both were assessed in the postnatal job. Two questions related to supervisors. When respondents who had returned to work postnatally were asked, "How understanding is your supervisor when you have personal or family business to take care of?" 70 percent indicated that their supervisors were very understanding. Supervisors were considered somewhat less helpful. When asked, "How much can your immediate supervisor be relied on to help when things get tough managing everything you have to do at home and at work?" only 39 percent indicated they were very helpful. Co-workers were viewed as slightly less helpful than supervisors. Thirty-one percent of respondents indicated others at work were very helpful when asked how much other people at work could be relied on to help when things got tough.

Schedule flexibility was assessed with two questions. Only 43 percent of these employed women who now had infants indicated it was easy "to take time off from work to meet family responsibilities without risking (their) job or losing pay." The majority of the sample indicated that time off was difficult to take or not so easy. Similarly, only 30 percent indicated they had a lot of "control over the scheduling of (their) work hours." Half indicated no such control or just "a little."

Data Analysis Strategy

The data analysis strategy parallels what is described in Part V (see above). As before, initial statistical controls were introduced for respondent characteristics, family structure, respondent income; infants' age where appropriate; occupation; shift; hours worked; organizational size; and job tenure. However, the family-relevant policies and practices entered as predictors following these control variables differed. In these

analyses three sets of predictors were entered into the initial models as follows: flexible time policies and practices (two variables); supervisor support (two variables); co-worker support, and direct child care benefits, respectively. Where meaningful, job satisfaction, work to home interference and/or problems arranging child care were sometimes included at last steps in the models. All those who were employed postnatally (n=1087) were included in these analyses. Results of the reduced multivariate analyses are presented in Tables 18A to 22A of the Technical Appendix.

Problem arose once again because the predictor variables were intercorrelated, both within sets and between sets of predictors. For example, having a supervisor who was understanding when family responsibilities needed to be taken care of was substantially related to how easy it was to take time off for family matters.[30] Having an understanding supervisor also was related to having a helpful supervisor. Subsequently, two strategies were pursued to help us understand the effects of these variables. First, order of entry of each predictor set was varied. For example, co-worker support was entered before supervisor support and before schedule flexibility. Second, supplementary secondary analyses were conducted, with a predictor entered by itself in a second step, after controlling for respondent characteristics and spouses' income (see Part V). In these ways, we were better able to understand the relationships among predictors and between predictors and outcomes.

Job Satisfaction in the Postnatal Job

Six out of ten women who were employed postnatally reported being very satisfied with their jobs, "all in all." Work schedules were important predictors of job satisfaction. Women with infants reported more job satisfaction if they worked fewer hours, worked a day shift, had greater control over their schedules and reported greater ease in being able to take time off to meet family responsibilities without losing pay. Social support also was important; they were more job satisfied if they had supportive supervisors and co-workers. (The benefits of having helpful co-workers was apparent only when this variable was entered early in the model, prior to supervisor support.)

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[30] $r=.52$; $p<.001$

However, with schedule flexibility in the model, the effects of shift, hours worked, co-worker support and one supervisor variable (helping when things get tough) became statistically nonsignificant. This pattern suggests the centrality of flexible time policies and practices especially ease of taking time off for family matters. Finally, over and above schedule flexibility and social support, those reporting more work to home interference also were more job dissatisfied. These findings suggest a complex pattern of interrelationships that are discussed more fully below.

Problems Arranging Child Care

Almost half the respondents reported having some serious problems arranging child care[31], indicating that this was a major problem for these employed mothers of infants. Direct child care benefits from employers were viewed as extremely desirable. When the women who were already back at work were asked about direct child care benefits to help them "balance work and family responsibilities," nine out of ten women said obtaining help in paying for childcare was "very" (81%) or somewhat helpful (8%); eight out of ten said that child care at or near work was "very" (72%) or "somewhat" (1[illegible]%) helpful; and almost eight out of ten said help in finding child care was "very" (57%) or "somewhat" (21%) helpful.

Interestingly, higher family income did not make arranging child care less problematic, but work schedule and social support at work did. Respondents reported less serious problems arranging child care if they worked a day shift, if it was easier to take time off for family matters and if their supervisors and co-workers were supportive. However, co-worker support and shift became nonsignificant when supervisor support was in the model and the effects of all social support variables disappeared with schedule flexibility in the model. Once again, schedule flexibility is central to these relationships. Over and above these variables, respondents also reported more serious problems arranging child care if they also had more work to home interference.

It is surprising that direct child care benefits from employers did not predict less

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[31] Consistent with other research, the primary arrangement respondents reported using was family day care, i.e. a provider who takes care of a few children in her own home (32%). Relative care was the next most frequent arrangement, used by one in four families. Center-based care was used by 14% and parents themselves took care of their infants in one out of ten families.

serious problems arranging child care, given the perceived benefits of such child care supports. In a previous analysis of these data (NCJW Center for the Child, 1988), those with more "child care supports" reported fewer problems arranging child care. However, this previous analysis differs from the one presented here in two ways. First, the summary scale used previously separated direct child care benefits, whereas we used one overall question that combined employer help in paying for child care with help in finding child care. Second, the summary index used in previous analyses combined both direct child care supports and indirect supports such as schedule flexibility and supportive supervision without distinguishing among them. Instead, a simple count of all such policies was used. Here we considered these specific policies and practices separately and found supervisor support and, especially, ease in taking time off for family matters to be predictors of reduced problems arranging child care. However, direct child care benefits did not emerge in this analysis as a significant predictor.

How do we reconcile the importance women with infants placed on direct child care benefits and the lack of positive findings? There are several possible answers to this question. First, very few employed women with infants both received and utilized any direct child care benefits: Few respondents back at work responded affirmatively to the question, "Does your employer offer any assistance to employees with young children in either finding or paying for child care for the hours during which they work?" Even fewer (50%) indicated they utilized the assistance offered. (Most of those that did found it helpful.) These small numbers make it very difficult to detect effects of direct child care benefits through the statistical analyses used here. Second, the single question analyzed may have been too global. It is likely that different types of direct employer-provided child care benefits have different outcomes. For example, the fact that family income had no bearing on difficulty arranging child care in this sample suggests that some benefits, such as helping *pay* for child care, may have little direct bearing on a women's difficulty in *arranging* child care. The limited number of women with infants receiving different types of direct child care benefits made it impossible to analyze the specific effects of each type of benefit on the different outcomes. Such distinctions are probably important when trying to adequately assess the impact of employer child care benefits.

Work to Family Interference

A significant one-third of employed women with infants reported that, over the last month, their jobs made it difficult to meet their family responsibilities." By far, the most common reason given was lack of time and/or fatigue.

Work schedule once again proved prominent in work to family interference: Shift work, working more hours, having less control over one's schedule and having more difficulty taking time off to meet family responsibilities all were associated with more work to family interference. Having a supportive supervisor[32] also reduced work to family interference. When supervisor support was added to the model, shift and schedule control became nonsignificant.

Stress

The degree to which respondents experienced stress was measured by an adapted six-item version of the Perceived Stress Scale (Cohen, Kamarck and Mermelstein, 1983). This internally consistent measure assesses the extent to which respondents find their lives unpredictable, uncontrolled, and overloaded. Respondent characteristics, spouses' income, and family structure were not reliably related to reports of stress, as measured by these six questions.

Schedule again was important. Working fewer hours, ease in taking time off, and schedule control were significantly related to reduced stress. Social support from supervisors and co-workers also reduced stress. Once again, when scheduling flexibility and control were in the model, the social support variables became nonsignificant. Over and above these workplace factors, respondents who experienced more work-family conflict, more serious difficulty arranging child care and less job satisfaction all reported greater stress. When these variables were in the model, schedule flexibility also became a nonsignificant predictor of stress.

Concluding Remarks

An overview of findings regarding the relationships among flexible time policies

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[32] Having a helpful supervisor was statistically significant ($p \leq .05$) in the supplemental secondary analyses.

and practices, social support at work and postnatal well-being is presented in Table 8. This overview does not represent the complexity of these results because the predictors themselves were related to each other in complex patterns and the paths to outcomes were often indirect.

In Figure 1 we present a schematic representation of our understanding of these relationships. The hours a woman worked and her shift are included because they repeatedly emerged in the analyses. As we indicate in Figure 1, flexible time policies and practices are central to the proposed conceptual framework. Schedule flexibility mediates the relationship between social support at work and well-being. Supportive supervision and help from co-workers predict schedule flexibility, as measured by ease in taking time off for family matters.[33] More than the broad construct of control over one's schedule, it was such time off for family matters that emerged repeatedly in the analyses. Most likely, supervisors whom respondents described as "understanding" were those who allowed them to take time off when needed. Co-workers also facilitated time off through the help they were able to give.

Initially, we expected that supervisor support would be more important for these employed women with infants. The analyses supported this hypothesis and the importance of supervisors is reflected in Figure 1. Not only were they important for having schedule flexibility, but understanding and helpful supervisors increase job satisfaction and reduce work to home interference. In this sample, shift workers reported less supportive supervision. Why this should be the case is not clear, although anecdotal evidence indicates there might be less supervision on nonday shifts (Piotrkowski, 1979). Here we propose that the relationship between lack of schedule flexibility and shift work is mediated by supervisor support.

The conceptualization presented in Figure 1 suggests that the lack of family-friendly policies creates stress through its impact on job satisfaction, work to home interference and problems arranging child care.

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[33] Twenty-eight percent of the variance in ease in taking time off was accounted for by understanding supervisors and help from co-workers, with shift, hours worked, respondent characteristics, family structure and spouses' income statistically controlled.

The fact that direct child care benefits from employers are not included in Figure 1 does not mean they are unimportant. On the contrary, respondents indicated that such benefits would be very valuable. Direct child care benefits are not represented only because the findings do not indicate their appropriate place in this conceptual framework. Most likely, some kind of benefits--such as care at or near work would reduce problems arranging child care. More research is needed on the specific benefits of different kinds of direct child care supports for families with infants. Independent of these factors, employed women with infants who worked more hours also reported more stress. Along with other research, this suggests that part-time work would be helpful for employed mothers of infants.

TABLE 8

OVERVIEW OF SIGNIFICANT RELATIONSHIPS BETWEEN SCHEDULE FLEXIBILITY, SOCIAL SUPPORT AND POSTNATAL WELL-BEING

EMPLOYED MOTHERS OF INFANTS WERE MORE JOB-SATISFIED IF:

- *It was easier to take time off for family responsibilities.*
- *They reported more control over their schedules.*
- *Their supervisors were more understanding and helpful.*
- *Co-workers were more helpful.*
- *They reported no work to home interference.*

EMPLOYED MOTHERS OF INFANTS REPORTED LESS SERIOUS PROBLEMS ARRANGING CHILD CARE IF:

- *It was easier to take time off for family responsibilities.*
- *Their supervisors were more understanding and helpful.*
- *Co-workers were more helpful.*

EMPLOYED MOTHERS OF INFANTS REPORTED THAT THEIR JOBS DID NOT MAKE IT DIFFICULT TO MEET THEIR FAMILY RESPONSIBILITIES IF:

- *It was easier to take time off for family responsibilities.*
- *They reported more control over their schedules.*
- *Their supervisors were more understanding and helpful.*
- *They reported less difficulty arranging child care.*

EMPLOYED MOTHERS OF INFANTS REPORTED LESS STRESS IF:

- *It was easier to take time off for family responsibilities.*
- They reported more control over their schedules.
- *Their supervisors were more helpful and understanding.*
- *Co-workers were more helpful.*
- *They reported less work to home interference*
- *They reported less difficulty arranging child care.*
- *They reported more job satisfaction.*

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Proposed Relationships among Social Support, Work Schedule and Well-Being for Employed Mothers of Infants

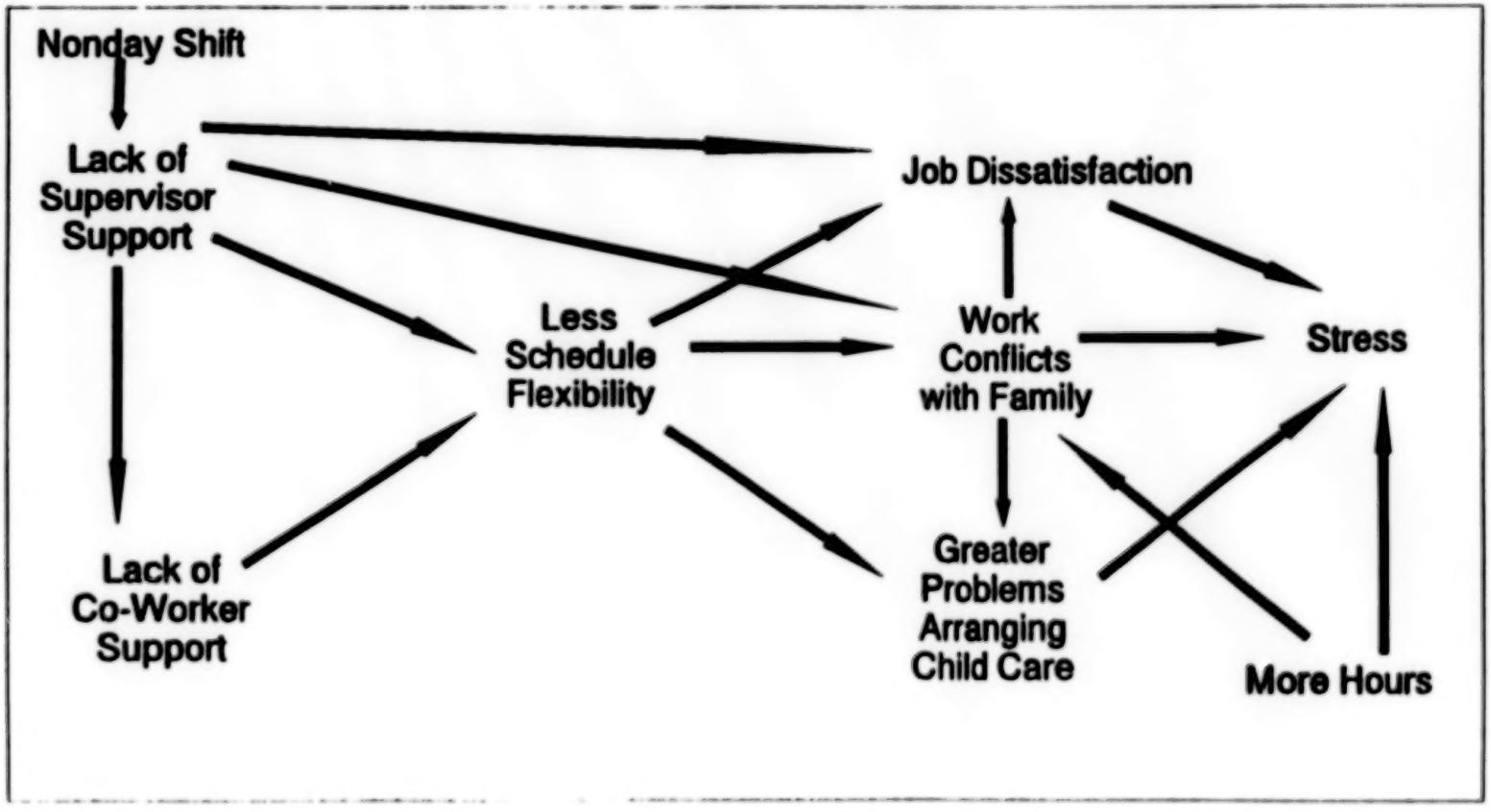

Figure 1

VIII. CONCLUSIONS

Mothers with children under one year of age have become an increasingly significant subgroup of all women workers, posing new dilemmas for families as they try to integrate their work and family lives. Moreover, women represent a large proportion of new entrants into the workforce during this decade, with many of them being of childbearing age. As a result, many employers are examining how they can take into account the family needs of their employees in order to attract and retain skilled workers and keep them productive.

This secondary analysis of data collected in the *Mothers in the Workplace* study, focuses on family-relevant workplace policies and practices that may influence the labor force participation and workplace experience of childbearing women. Of particular interest were leave policies and related benefits; flexible time policies and practices; social support from supervisors; and direct child care benefits provided by employers. The analyses are based on 2,375 women who held wage and salary jobs during their pregnancies and 1,761 of these women who were reinterviewed following childbirth. This was a relatively affluent, educated, predominantly white sample of employed women, with those in blue collar and service jobs underrepresented, and findings must be generalized with caution. Nonetheless, the findings are useful in helping us understand the workplace experience of childbearing women.

Family-friendly policies are not uniformly distributed and barriers were identified that limited respondents' access to them. Working in a low-wage job, working part-time, working for a smaller organization, working a nonday shift, working in a nonprofessional or nonmanagerial job and having a shorter length of service all were independent barriers to family-friendly policies and practices. Once a woman found herself in one of these disadvantaged categories, she was multiply disadvantaged with respect to many policies examined. Moreover, these barriers were cumulative. The more barriers pregnant employees faced, the less access they had to family-friendly policies. Women who faced more barriers also tended to lack alternative resources that would allow them to compensate for benefits they lacked. It is important to recall that this is a select sample, and that a more representative sample of pregnant employed women would

include larger proportions of part-time workers, low-wage earners, and so forth, who are at increased risk for facing special barriers to family-friendly policies. Therefore, it is likely that the findings reported here underestimate the magnitude of the problem childbearing women face.

Shift work is often overlooked in the study of family-relevant policies. In this study, it emerged as an important variable. Those who worked a nonstandard shift, i.e. during the evening and/or at night, faced special barriers to family-friendly workplace policies and practices. For example, shift workers were less likely to have job-protected leave from any source and wage replacement during leave. They also were less likely to have health insurance, paid sick leave, and enough paid time for physician visits during pregnancy. Why shift workers were disadvantaged with respect to family-friendly policies was not evident from these data, as education, occupation, length of service and many other factors were statistically controlled in the analyses. In this sample, shift workers were concentrated in the health services and trade industries (not manufacturing as might be expected) and it may be that shift work is concentrated in industries with less adequate policies. Further research into these issues would be extremely useful.

Shift work also was related to increased work to home interference and to more serious problems arranging child care. But these effects of shift appeared to be mediated by schedule flexibility and by having supervisors who were understanding of the special needs of employed mothers with babies. More research on the impact of shift work on employed childbearing women would be extremely useful, with distinctions made between different types of shifts, including rotating shift schedules. Moreover, the role flexible schedules and supportive supervisors have in mitigating the negative effects of shift work on the families of employed women with infants would be extremely helpful for identifying some "best practices."

A consistent theme throughout the analyses was the importance of flexible scheduling for childbearing women. Flexible schedules were related to a host of positive outcomes for employers and for respondents, both prenatally and postnatally. Women with greater flexibility in starting and ending work worked longer into pregnancy, planned to return to work sooner following childbirth, worked less often while ill, were more job satisfied and were more likely to return to their prenatal employers. Thus,

employers benefited through increased productivity and reduced hiring and retraining costs. Some respondents who left their prenatal employers appeared willing to forgo income for part-time work and greater schedule flexibility.

Postnatally, schedule flexibility was related to increased job satisfaction, reduced work to home interference, less difficulty arranging child care and, indirectly, reduced stress. Thus, schedule flexibility, particularly ease in taking time off for family matters without losing pay, was also related to greater well-being among employed mothers of infants. Although the study did not distinguish them, the flexibility respondents described most likely reflected informal practice and formal policies. Flexible time policies are a relatively low-cost option for employers, as smaller companies were not less likely to offer flexibility than larger ones.

Supervisors were important determinants of schedule flexibility. Those with supervisors who were more understanding of family needs also reported greater schedule flexibility. Creating a family-friendly atmosphere that encourages supervisors to be more understanding of the scheduling needs of their childbearing employees may reap benefits for both employers and employees. The findings also indicate the importance of research that considers not only formal flexitime plans, but also the degree of flexibility offered and informal practices. The systematic study of natural variations in flexible time policies and practices would be extremely useful for helping employed women with infants combine their work and family roles with less stress. Such information could be used to help provide training for first-line supervisors and for managers.

Even in this select sample, only about one-third of pregnant women reported having at least 12 weeks of job-protected leave from any source at all that could be used for maternity. Leave tended to be a patchwork of disability, sick leave, personal days, vacation and so forth. Moreover, an estimated 63 percent had less than 12 weeks of leave and more than one in ten had no job-protected leave at all from any source. Not surprisingly, of those women who had returned to work by the time of the interview, almost half said they did not have enough time with their babies. Thus, benefits of the new federal parental leave legislation that ensures 12 weeks of job-protected leave for many women cannot be overestimated.

The findings indicate that mandated federal family leave can have benefits for

employers as well. Pregnant respondents with job-protected leave worked longer into pregnancy and were more job satisfied (with leave of 12 weeks or more). Moreover, employers were likely to retain pregnant employees if they had provided job-protected leave. Employers thereby gain in productivity and reduced turnover.

We should recall, however, that not all childbearing women will be covered by the new legislation. Among those excluded will be some part-time workers and those working for small employers. These groups were identified in these analyses as being disadvantaged with respect to leave policies, health benefits and any income during leave. Moreover, relatively new hires are excluded from the legislation. Yet, millions of women will be entering the labor force between 1990 and 2005 and many of them will be in their childbearing years. As this report indicates, as new hires they will face special barriers to family-friendly policies; the new federal family leave legislation may not provide immediate help if they become pregnant. Thus, some will continue to have no job-protected leave or will have fewer than 12 weeks of leave.

Another consistent finding was the importance of health benefits. Adequate health care is vital for healthy babies; because health insurance is very costly, it is a very desirable fringe benefit. The study indicates that providing health benefits, especially paid time off for doctor visits for pregnant employees, also may be beneficial for employers. Employees with health benefits worked later into pregnancy, planned to return sooner, were more job satisfied, and reported that they spent extra unpaid time on work. In other words, health-related benefits may be related to increased productivity. Moreover, employers who provided such health benefits and health insurance that continued at least in part during leave were more likely to retain their employees following delivery.

The new family leave legislation is a historic step forward in ensuring the continuation of health insurance during leave. Yet even in this select sample, almost three in ten women did not have health insurance as a benefit to begin with, and some women were less likely to have health benefits than others. They included low-wage workers, those working for smaller companies, part-time workers, shift workers, nonprofessional and nonmanagerial employees and relatively new hires. Nonmarried respondents were significantly less likely than married women to have health insurance

as a workplace benefit, or to be covered through other sources. Thus, some childbearing women who already face many barriers to family-friendly policies will remain disadvantaged with respect to health insurance. Research that determines how these employed women and their infants fare is important for the further development of policy.

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APPENDIX I

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APPENDIX II

MOTHERS IN THE WORKPLACE

STAGE 2 INTERVIEW

(PRENATAL)

We are interviewing working women as part of a nationwide study called *Mothers in the Workplace*. The study is being conducted under the supervision of the NCJW Center for the Child -- a research center located in New York City.

The purpose of the study is to learn how working mothers balance the demands of having and raising children with the demands of their jobs. I will be asking a wide range of questions about your job, your pregnancy, your home situation, and your future plans for work. If any question makes you feel uncomfortable, you should feel free not to answer it.

We hope to interview each participant in the study twice – the first time, late in pregnancy; the second time, four months after delivery. Both interviews will take 20 - 30 minutes to complete. The second interview will be done by telephone at a time convenient to you. Your answers will be kept in complete confidence, and your name will not be attached to the questionnaire.

NCJW CENTER FOR THE CHILD
15 East 26th Street
New York, NY 10010

TEAR OFF AFTER COMPLETING INTERVIEW & FILL IN INFORMATION.

RESPONDENT LOCATOR SHEET

As I mentioned earlier, we would like to interview you again by telephone four months after your baby is born. To do that I'll need to take down your name, address, and telephone number. *{The address is needed in case respondent cannot be reached by phone.}* This information will not be attached to the questionnaire.

RESPONDENT'S NAME:

ADDRESS:

TELEPHONE:

In case we can't reach you there in four months, can you give me the name of a person who would know how to get in touch with you?

CONTACT'S NAME:

ADDRESS:

TELEPHONE:

Is there anyone else we could call to reach you?

CONTACT'S NAME:

TELEPHONE:

INTERVIEWER'S NAME: _____

ID#: _____

Expected date of delivery: ____/____/____ *- 4 months =* ____/____/____

INSTRUCTIONS TO INTERVIEWERS

A. *Do NOT interview someone unless you know that she has had a job at some time since becoming pregnant!*

B. *You should begin the interview by telling the respondent what the study is all about. The cover page of this interview schedule provides a brief description of the project that you can talk from if you wish. The back side of the cover page provides space to record information necessary to locate respondents for follow-up telephone interviews. After completing the interview, that page should be removed from the rest of the interview schedule in the presence of the respondent as evidence that we have taken steps to preserve her anonymity. Do NOT ask for locator information until you have completed the interview!*

C. *Instructions to you appear throughout the interview schedule, always printed in italics or* **boldface** *and usually set off by {brackets}. Do NOT read these aloud! When asking questions about a job at which the respondent is no longer working, it will be necessary to rephrase questions in the past tense. Past tense phrasings appear in (parentheses) wherever appropriate. However, learning to switch smoothly from present to past tense requires practice.*

D. *If the respondent has trouble answering a question, explain it in your own words. If you have trouble fitting the respondent's answer into the response categories provided, read the categories aloud and encourage her to select the one that fits best. Assume that you should only check <u>one</u> response category for each question <u>unless</u> you are told otherwise.*

E. *When you come to a question that has already been addressed in the course of previous conversation, answer it yourself without reading it aloud if you are confident that you know the answer. If you have any doubts, say something like, "I know we talked about this earlier, but I'd like to make sure I've got it right." Then, ask the question (perhaps, paraphrased) to confirm your memory.*

F. *If certain structured questions and answers just don't fit the situation of the woman you are interviewing and you cannot figure out how to make them work, skip to questions that do work. If nothing seems appropriate, STOP the formal interview, telling the respondent that the questions/answers you have on paper just don't fit her situation. If she is willing, just talk for a while, then write up her story as an unusual case study.*

G. *Since the interview is fairly structured, you may want to take a minute or two to chat with the respondent after explaining the nature of the study and before launching into the questions. You be the judge as to whether it is necessary for rapport building and whether you have enough time.*

H. *Question 2 on page 1 is by far the most complicated for you the interviewer. It is also extremely important that you get it right, for different women must be asked somewhat different questions depending upon the kind of job or jobs they have or had since becoming pregnant.*

The first step is to determine whether the respondent has had more than one job since becoming pregnant. If (as will usually be the case) she has had only one job, you need only get enough information to classify that job into one of three categories, then pick up the interview on the page indicated. Questions on pages 2 through 4 should be asked of women who are or have been "employed by someone else for a wage or salary." Questions on pages 5 and 6 should be asked of women who are "self-employed" or "employed in a family business without receiving a regular wage and without sharing ownership."

If the respondent has had more than one job, you must select <u>one</u> job -- the "most important" job -- to ask her about in detail. To select the appropriate job, follow the questions and instructions beginning at 2a. <u>Other</u> jobs are considered later in open-ended questions.

Each job mentioned must be classified into one of three categories: employment by someone else for a regular wage or salary, self-employment, or employment in a family business without being the owner and without receiving a regular wage or salary. It is important to make the correct classification before continuing with the interview, otherwise you will find that certain questions are inappropriate and eventually you will have to backtrack and start over.

EMPLOYMENT BY SOMEONE ELSE FOR A REGULAR WAGE OR SALARY: *Most workers fall into this category, and it will usually be obvious. For example, the respondent will say, "I work for Company X as an assistant director of personnel." But if you have any doubts, ASK! Sometimes persons who work for a company on a freelance, consulting, or contractual basis (and are, therefore, "self-employed") will appear to be regular employees of the company. If you have doubts, you might ask the following questions to make certain: "Do you receive a regular paycheck from that company/ organization? Is federal tax and social security (or FICA) withheld (deducted)?" If the respondent answers "Yes" to these questions, the job falls into this category.*

SELF-EMPLOYMENT: *Self-employment is becoming increasingly common among women workers. Self-employment ranges from owning a business that employs other people to working out of one's home as a consultant or freelancer. The "clients" of the self-employed are NOT their employers. If a person, organization, or company for whom the respondent says she "works" does not withhold federal income tax from payments they make to her, she should NOT be considered their employee. If a self-employed woman does the same sort of work (copy writing, training, cleaning, or accounting) for several clients, this should be considered a SINGLE JOB OR LINE OF WORK, even though the respondent may think of her work for each client as a separate job.*

EMPLOYMENT IN A FAMILY BUSINESS WITHOUT OWNERSHIP OR WAGE: *Traditionally, many women have worked in their husband's or family's business. Often, they are not or do not view themselves as "owners" of the business, so they do not qualify as "self-employed." Many do not receive a regular (or any) wage or salary, so they do not qualify as "employed by someone else for a regular wage or salary." Yet, they make significant contributions to the productivity of the family business and to family income. It is unlikely that women whose participation in a family business is slight and irregular will identify themselves as having had a "job" since becoming pregnant. Those who do identify themselves as jobholders should be interviewed, once you have classified them appropriately.*

The nature of this study necessitates a fairly structured approach to interviewing. Consequently, respondents may sometimes feel that they are being forced into unnatural categories or that they are prevented from telling the full story. It is important that they know that you are aware of the limitations of this interview format. Therefore, before beginning the interview, you might want to say something like: "This interview will be fairly structured. It's not the ideal way to learn about your individual situation, but it's the only way we can obtain usable information from thousands of working women around the country. Let me know when the questions or answers don't really fit your situation, but also, please try to answer as best you can so that the information you give me can be included in the national study."

ID#_____

1. Is this your first child?
   ___2) Yes ___1) No — 1a. How many do you have? *{Enter #:_____}*

2. Have you held more than one job since you became pregnant?
   ___2) Yes ___1) No

   {Say:} Would you tell me about that job? _____

   {Probe for enough information to classify job into one of the three types listed below. Then, check the appropriate category and follow the accompanying instructions.}

   ___1) *EMPLOYED BY SOMEONE ELSE FOR SALARY OR WAGE* → **{GO TO PAGE 2}**
   ___2) *SELF-EMPLOYED* → **{GO TO PAGE 5}**
   ___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE/OWNERSHIP* → **{GO TO PAGE 5}**

2a. Are you currently employed -- that is, working at a job or on maternity leave?

___2) Yes

{Say:} Would you tell me about any jobs that you currently have or are on leave from?

{Describe each job on one line. Probe for enough information about each to classify into one of the three types listed. Check the appropriate type. Then, follow the instructions at bottom of this page.}

JOB 1: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

JOB 2: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

JOB 3: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

___1) No

{Say:} Would you tell me about your most recent job or jobs?

{Describe each job on one line. Probe for enough information about each to classify into one of the three types listed. Check the appropriate type. Then, follow the instructions at the bottom of this page.}

JOB 1: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

JOB 2: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

JOB 3: _____

___1) *EMPLOYED BY SOMEONE ELSE FOR WAGE*
___2) *SELF-EMPLOYED*
___3) *EMPLOYED IN FAMILY BUSINESS, NO WAGE*

INSTRUCTIONS:

IF ONLY ONE JOB WAS LISTED ABOVE, ASK ABOUT THAT JOB. IF MORE THAN ONE JOB WAS LISTED, SAY:
I can only take down detailed information about one job. Of the jobs you described, which has been most important to you? ..... *THEN ASK ABOUT ONLY THAT JOB.*

IF EMPLOYED BY SOMEONE ELSE FOR WAGE OR SALARY → **{GO TO PAGE 2}**
IF SELF-EMPLOYED OR EMPLOYED IN FAMILY BUSINESS WITHOUT WAGE → **{GO TO PAGE 5}**

EMPLOYED BY SOMEONE ELSE FOR WAGE OR SALARY

3. Let me be sure I understand. You said that you . . .
{Describe respondent's job based upon what you know. Probe for more specific information as necessary: "What exactly does your company or organization do or make? What is your position called and what do you do on the job?" *Write a full description below.}*

POSITION/OCCUPATION: _____

TYPE OF ORGANIZATION: _____

4. About how many people are employed by this organization [at all locations in the United States]?
{Read categories if respondent hesitates.}
___(1) 1 - 19 ___(2) 20 - 99 ___(3) 100 - 249 ___(4) 250 - 499 ___(5) 500 or more

5. Does a union [or other collective bargaining group] represent workers in your position?
___2) Yes ___1) No

6. Are you still working at that job?
___2) Yes ___1) No

6a. When did you stop? *{Enter month in pregnancy: _____}*

6b. Are you on temporary maternity leave from that job?
___2) Yes ___1) No

6c. Did leaving that job have anything to do with being pregnant?
___2) Yes ___1) No → **{GO TO PAGE 7}**

6d. Did you quit or were you discharged?
___1) Quit ___2) Discharged

6e. What about your pregnancy caused your employer to let you go? *{Check only 1 answer.}*
___1) Unable to perform job
___2) Missed too much work because of illness
___3) Work considered too strenuous/dangerous
___4) Pregnancy "inappropriate" for job
___5) Other: _____

6f. How long had you worked there?
___0) Under 1 year
___#) 1 or more years *{Enter #: _____}*
→ **{GO TO PAGE 7}**

7. How important was each of the following factors in your decision to stop working -- very important, somewhat important, or not important at all? *{Answer all.}*

a.	7a. Physical discomfort	___1) Not	___2) Some	___3) Very
b.	7b. Advice from your doctor to stop work	___1) Not	___2) Some	___3) Very
c.	7c. Pressure from your husband or family	___1) Not	___2) Some	___3) Very
d.	7d. Concerns about harming the baby	___1) Not	___2) Some	___3) Very
e.	7e. Pressures from supervisor or co-workers	___1) Not	___2) Some	___3) Very

8. How long have (had) you worked there?
___0) Under 1 year ___#) 1 or more years *{Enter #: _____}*

9. All in all, how satisfied would you say you are (were) with this job -- very satisfied, somewhat satisfied, or not satisfied at all?
___3) Very satisfied ___2) Somewhat satisfied ___1) Not satisfied at all

10. Do (did) you work a regular daylight schedule?
___2) Yes ___1) No

11. How difficult is (was) it for you to change the time you begin (began) and end (ended) work -- impossible, very difficult, somewhat difficult, or not difficult at all?
___4) Impossible ___3) Very difficult ___2) Somewhat ___1) Not at all difficult

12. Where do (did) you mainly work?
___1) Home ___2 Another place ___3 Many locations

13. Going to work and doing the same job you always did can be difficult during pregnancy. How difficult is (was) it for you -- very difficult, somewhat difficult, or not difficult at all?
___1) Not difficult at all ___2) Somewhat ___3) Very difficult

13a. How understanding and helpful is (was) your employer -- very, somewhat, or not at all?
___3) Very ___2) Somewhat ___1) Not at all

14. How many hours do (did) you usually work per week in this job? *(Enter # hours:_____)*

15. Have you often spent time doing things related to your job outside regular work hours, excluding paid overtime?
___1) No ___2) Yes

16. Have you made (Did you make) any changes in your work routine because of your pregnancy -- like working fewer hours, traveling less, avoiding strenuous work, etc.?
___1) No ___2) Yes *(Check all that apply, 16a-f.)*

16a. ___1) Fewer hours
16b. ___1) Change in shift
16c. ___1) Work (some/more) at home
16d. ___1) Travel less
16e. ___1) Less strenuous work
16f. ___1) Other *(Describe:*_____

16g. Has this reduced (Did this reduce) your income -- a lot, some, or not at all?
___3) A lot ___2) Some ___1) Not at all

16h. Has this reduced (Did this reduce) your fringe benefits?
___2) Yes ___1) No

(Change of topic, say:) Now I'm going to ask a few questions about fringe benefits.

17. Do (Did) you receive paid sick days?
___1) No ___2) Yes

18. Have you been (Were you) able to take off as much time as you needed from work for doctor's visits and illness without losing pay?
___1) No ___2) Yes

19. Do (Did) you receive health insurance as a fringe benefit of that job?

—2) Yes | —1) No

19a. Do (Did) you have coverage from another source?

—2) Yes —1) No

20. Does (did) your employer offer maternity leave – that is, time off from work to have a baby with a guarantee of the same job or a comparable job upon returning to work?

—1) No | —2) Yes

20a. In the case of a normal pregnancy and delivery, how many weeks of maternity leave are (were) allowed? *{Only one answer permitted.}*

{Enter # weeks:_____}

{Or}

—1) As much time as doctor says
—2) Until called back
—3) As much time as wanted

20b. Is (was) this something that each woman has (had) to work out with the employer or is (was) it standard for all workers in your position?

—1) Standard —2) Individual arrangement

20c. Can (could) a woman on maternity leave expect to receive some income either from the employer or from a temporary disability insurance plan?

—2) Yes —1) No

20d. In your opinion, how adequate is (was) the maternity leave offered -- inadequate, okay, good, or excellent?

—1) Inadequate —2) Okay —3 Good —4) Excellent

21. Does (Did) your employer offer any assistance to employees with young children in either finding or paying for child care for the hours during which they work?

—1) No | —2) Yes

Which of the following kinds of assistance are (were) provided?
{Read list and check all that apply.}

a. 21a. —1) Provision of child care at or near work
b. 21b. —1) Full or partial payment by employer of child care costs
c. 21c. —1) Help in finding child care
d. 21d. —1) Wage or salary reduction plan enabling payment for child care with pre-tax dollars
e. 21e. —1) Discounts at selected child care centers
f. 21f. —1) Other *{Describe:*_____*}*

→ {GO TO PAGE 7}

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SELF EMPLOYED OR EMPLOYED IN FAMILY BUSINESS WITHOUT WAGE/OWNERSHIP

22. Let me make sure that I understand. You said that you . . .

{Describe respondent's job based upon what you know. Probe for more specific information as necessary: "What exactly do you do or make? What would you say your occupation is?" Write a full description below.}

POSITION/OCCUPATION: _____

NATURE OF BUSINESS: _____

23. Are any other persons employed in this business?

___1) No | ___2) Yes

23a. How many? *{Enter #:* _____*}*

24. Are you still working at this job?

___1) No ___2) Yes

24a. How long have you worked at this job?

___0) Under 1 year ___#) 1 or more years *{Enter # of years:* _____*}*

24b. All in all, how satisfied are you with this job: very satisfied, somewhat satisfied, or not satisfied at all?

___3) Very ___2) Somewhat ___1) Not at all

24c. How many hours per week do you usually work at this job?

{Enter # of hours: _____*}*

24d. How flexible are your work hours – very, somewhat, or not at all?

___3) Very ___2) Somewhat ___1) Not at all

24e. Where do you mainly work: at home, another place, or many locations?

___1) Home ___2) Another place ___3) Many locations

24f. Are you covered by health insurance?

___1) No ___2) Yes

24g. Have you made any changes in your work routine because of your pregnancy -- like working fewer hours, traveling less, avoiding more strenuous work, etc.?

___1) No | ___2) Yes *{Check all that apply, 24h-l}*

h. 24h. ___1) Work fewer hours
i. 24i. ___1) Work at home more
j. 24j. ___1) Travel less
k. 24k. ___1) Less strenuous work
l. 24l. ___1) Other *{Describe:* _____*}*

24m. Have these changes reduced family income a lot, some, or not at all?

___3) A lot ___2) Some ___1) Not at all

→ {GO TO PAGE 7}

25. When did you stop? *{Enter month in pregnancy:* _____*}*

26. How long did you work at that job?
__0) Under 1 year __#) One or more years *{Enter # of years: ____}*

27. All in all, how satisfied were you with that job -- very satisfied, somewhat satisfied, or not satisfied at all?
__3) Very __2) Somewhat __1) Not at all

28. How many hours did you usually work per week at that job? *{Enter # of hours: ____}*

29. How flexible were your work hours -- very flexible, somewhat, or not at all?
__3) Very __2) Somewhat __1) Not at all

30. Where did you mainly work then: at home, another place, or many locations?
__1) Home __2) Another place __3) Many locations

31. Before you stopped, had you made any changes in your work routine because of your pregnancy, like working fewer hours, traveling less, or avoiding strenuous work?

__1) No

__2) Yes *{Check all that apply, 31a-e.}*

a. 31a. __1) Work fewer hours
b. 31b. __1) Work at home more
c. 31c. __1) Travel less
d. 31d. __1) Less strenuous work
e. 31e. __1) Other *{Describe:* _____ *}*

31f. Had these changes reduced family income a lot, some, or not at all?
__3) A lot __2) Some __1) Not at all

32. How important was each of the following factors in your decision to stop work when you did -- very important, somewhat important, or not important? *{Answer all}*

a.	32a. Physical discomfort	__1) Not	__2) Some	__3) Very
b.	32b. Advice from your doctor to stop work	__1) Not	__2) Some	__3) Very
c.	32c. Pressure from your husband or family	__1) Not	__2) Some	__3) Very
d.	32d. Concerns about harming the baby	__1) Not	__2) Some	__3) Very

33. Are you covered by health insurance?
__1) No __2) Yes

→ {GO TO PAGE 7}

ASK ONLY IF RESPONDENT HAS HAD MORE THAN ONE JOB SINCE BECOMING PREGNANT.

{...that is, if she answered "Yes" to question 2 on page 1.}

34. Because I was only able to ask about one job, I may have missed something important. Could you tell me a bit more about the other jobs you've had since becoming pregnant?

{Probe for work problems & resolutions related to pregnancy: "Did you change jobs because of your pregnancy? What was the problem? How did you handle that? Etc." Jot down what the respondent says in the space provided below.}

→ {GO TO PAGE 8}

35. How many years have you been working for pay since you left school?
{Enter # of years:_____}

36. **ASK ONLY IF RESPONDENT ALREADY HAS CHILDREN; OTHERWISE, GO TO Q37:** Did you have a job before your first child was born?
___1) No ___2) Yes

36a. How old was your first child when you went back to work?
___1) Younger than 6 months
___2) 6 months to 1 year
___3) Older than 1 year

{Change of topic, say:} Now, I'd like to ask you some questions about your attitudes toward work and family.

37. If by some chance you were to get enough money to live comfortably without working, do you think you would work anyway?
___1) No ___2) Yes

38. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?
___1) No ___2) Yes

39. How important would you say work is in making you feel good about yourself -- very important, somewhat important, or not important at all?
___3) Very important ___2) Somewhat important ___1) Not important at all

40. Do you think that it's okay for a working mother to get as involved in her job as a working father?
___1) No ___2 Yes

41. If you could have your way, what would you prefer to do during the first few years of your child's life -- combine work and family or not to work at all?
___2) Combine work and family ___1) Not work at all

42. As of now, do you expect to go back to work after the baby is born?
___1) No ___2) Yes ___3) Unsure

42a. When do you think you might return to work?
___1) In less than 6 months after delivery
___2) Six months to a year
___3) More than a year

{Change of topic, say:} Now I'd like to talk with you about your pregnancy.

43. What is your expected date of delivery?
{Enter month _____ day _____ year _____}

44. In what month of your pregnancy did you go for your first prenatal care visit?
{Enter month of pregnancy:_____}

45. How many prenatal care visits have you made since then?
{Enter number of visits:_____}

46. Do you worry a lot, some, or not at all about how you'll pay the medical bills for you and the baby?
___3) A lot ___2) Some ___1) Not at all

47. During this pregnancy have you had any health problems that required medical treatment?
___1) No ___2) Yes

47a. Did this interfere with your work?
___1) No ___2) Yes

47b. What happened as a result -- did you continue working anyway or stop? *{Check only one.}*
___1) Continued to work anyway
___2) Resigned from job
___3) Discharged from job
___4) Went on leave from job
___5) Took temporary sick leave and returned to job

48. During pregnancy everyone is likely to have days when they are just not feeling well, even if they do not have more serious problems. How many days of work have you missed because you did not feel well enough to go to work?
{Enter # of days:_____}

49. Since becoming pregnant, how often have you gone to work in spite of feeling ill -- very often, often, not so often, or hardly ever?
___4) Very often ___3) Often ___2) Not so often ___1) Hardly ever

{Change of topic, say:} Now I'd like to ask a few questions about yourself and your family when you were growing up.

50. Did your mother have a regular job when you were growing up?
___1) No
___2) Yes

a. 50a. Was she involved in community activities or other unpaid work that took large amounts of time away from the family?
b. ___1) No ___2) Yes

c.

d. 50b. Given the choice do you think she would have preferred working at a regular job?
e. ___1) No ___2) Yes ___3) Unsure

50c. Did she mainly work full-time or part-time?
___1) Part-time ___2) Full-time

50d. What kind of work did she do?
{Describe:_____}

50e. How satisfied do you think your mother was with her work -- very satisfied, somewhat satisfied, or not satisfied at all?
___3) Very ___1) Not at all
___2) Somewhat ___5) Unsure

f. 50f. Given the choice do you think she would have preferred to work more than she did, about the same, less, or not at all?
___4) More ___1) Not at all
___3) Same
___2) Less ___5) Unsure

g. 50g. How did you <u>feel</u> about her being a working mother -- did you like it or dislike it?
___3) Liked ___2) Indifferent ___1) Disliked

51. What was the highest level your mother completed in school? *{Check only one.}*
___#) Grade school *{If known, circle highest grade completed: 1 2 3 4 5 6 7 8 }*
___#) High school *{If known, circle highest grade completed: 9 10 11 12 }*
___13) Some college or 2-year college
___14) Four-year college graduate
___15) Graduate/Professional School

52. What was the highest level your father completed in school? *{Check only one.}*
___#) Grade school *{If known, circle highest grade completed: 1 2 3 4 5 6 7 8 }*
___#) High school *{If known, circle highest grade completed: 9 10 11 12 }*
___13) Some college or 2-year college
___14) Four-year college graduate
___15) Graduate/Professional School

53. What was the highest level you completed in school? *{Check only one.}*
___#) Grade school *{Circle highest grade completed: 1 2 3 4 5 6 7 8 }*
___#) High school *{Circle highest grade completed: 9 10 11 12 }*
___13) Some college or 2-year college
___14) Four-year college graduate
___15) Graduate/Professional School

54. How old are you? *{Enter age in years:_____}*

{ASK Q55 ONLY IF NECESSARY:} 55. What is your racial or ethnic background?
{Check 1.} ___1) White ___2) Black ___4) Asian ___3) Hispanic ___5) Other:_____

56. Are you married, living with someone, or on your own?
___1) Married ___2) Living with someone ___3) On own → **{GO TO PAGE 11}**

57. How long have you been together? *{Enter # of years:_____}*

58. What was the highest level he completed in school? *{Check only one.}*
___#) Grade school *{Circle highest grade completed: 1 2 3 4 5 6 7 8 }*
___#) High school *{Circle highest grade completed: 9 10 11 12 }*
___13) Some college or 2-year college
___14) Four-year college graduate
___15) Graduate/Professional School

59. Is he currently employed? ___2) Yes | ___1) No

60a. Is he looking for work, in school, unable to work, or discouraged about finding a job?
___1) Looking ___2) School ___3) Unable ___4) Discouraged
→ **{GO TO PAGE 11}**

60. Does (Did) he work at a single job?
___1) Single job — *{Say:}* Would you tell me about that job?
___2) More than one — *{Say:}* Would you tell me about his main job?

{Note whether he is employed by someone else for wage/salary or self employed. Probe for details and describe the business/organization, his position, and what he does in the spaces provided below.}

*OCCUPATION/POSITION:*_____

*TYPE OF COMPANY/ORGANIZATION:*_____

61. How long has he had (did he have) that job? *{Enter # of years:_____}*

96

{Final topic, say:} Now I'd like to ask, in general terms, about your household income.

IF INTERVIEWING IN PERSON,

HAND INCOME SHEET TO RESPONDENT AND SAY:

62. I would like to know your annual earnings from all jobs, before taxes and other deductions. If your earnings have decreased significantly in recent months because of your pregnancy, please tell me what your annual earnings were before that happened. Just tell me which letter best describes the amount.
{Enter letter:____}

ASK Q63 ONLY IF HUSBAND/COMPANION PRESENT:

63. Now would you tell me about how much your husband (companion) earns a year, before taxes and other deductions? Just tell me the letter.
{Enter letter:____}

64. Finally, do you have any other regular sources of income?
___1) No ___2) Yes

64a. Would you tell me the letter than best describes how much that comes to a year?
{Enter letter:____}

→{GO TO PAGE 12}

OR IF INTERVIEWING BY TELEPHONE,

REFER TO INCOME SHEET AND SAY:

62. I would like to know your annual earnings from all jobs, before taxes and other deductions. If your earnings have decreased significantly in recent months because of your pregnancy, please tell me what your annual earnings were before that happened. A rough estimate will be fine.
{Enter letter:____}

ASK Q63 ONLY IF HUSBAND/COMPANION PRESENT:

63. Now would you tell me about how much your husband (companion) earns a year, before taxes and other deductions?
{Enter letter:____}

64. Finally, do you have any other regular sources of income?
___1) No ___2) Yes

64a. Would you tell me about how much that comes to a year?
{Enter letter:____}

→{GO TO PAGE 12}

{END OF FORMAL INTERVIEW. SAY:}

Structured interviews like this one always seem to miss something. Is there anything else you would like to discuss that we haven't already covered? *{Probe: "Any further problems related to work or pregnancy? Any special approaches to solving such problems that you discovered? Any thoughts about how you'll manage work and childrearing? Etc." Jot down any further comments. then tear off the cover sheet and obtain locator information for follow-up telephone interview.}*

{GO TO RESPONDENT LOCATOR SHEET, BACK OF COVER PAGE}

MOTHERS IN THE WORKPLACE

STAGE 3 INTERVIEW
1987
(POSTNATAL)

My name is ...

A few months ago, I interviewed you as part of a nationwide study called *Mothers in the Workplace*. We met at [*place of interview*]. [Or "I got your name from _____ and we talked over the phone." or *whatever is an appropriate reminder of your previous contact.*]

Over 2,000 women across the country were interviewed during their pregnancies. Now, we are trying to interview all of them again following childbirth.

Last time we spoke, I asked you about your job, pregnancy, home situation, and plans to return to work after having the baby. Now, I would like to find out how things have gone since then.

The interview will take about 30 minutes, and we can do it right now on the telephone, if this is a good time for you.

[*IF NOT A GOOD TIME, ASK:*] When would be a good time to call back?

Day _____ and Time _____

As before, your answers will be kept in complete confidence. If any question makes you feel uncomfortable, you should feel free not to answer it.

So that we have time to complete the interview, I am going to move through it fairly quickly. However, if you have time and would like to add comments as we go along, please do so. I have plenty of time to listen and want to make sure that you have the opportunity to tell me everything you want.

Can we begin?

GO TO
Q1
PAGE 1

©NCJW CENTER FOR THE CHILD
15 East 26th Street
New York, NY 10010

[ID Number: _____]

RECORD ATTEMPTED CONTACTS & OUTCOMES BELOW

[This page should be filled out for all women interviewed at Stage 2 whether or not their interviews are completed in Stage 3.]

Number of calls made to respondent:

Running tally of calls: _____

Total number of calls: ____

If interview was not completed, note reason:

___1) Phone disconnected
___2) No such person in residence
___3) Baby died
___4) Baby has been institutionalized since birth
___5) Respondent refused to be interviewed
___6) Tried repeatedly, but just couldn't contact
___7) Contacted, but could not make arrangements to complete interview
___8) Other [*Explain*] _____

Explanation of above or comments about how interview went:

_____
_____
_____
_____
_____
_____

This page should be left attached to the interview schedule if the interview was fully or partially completed. If it was not possible to conduct even part of the interview, this sheet should be detached from the interview schedule and submitted by itself -- with the correct ID number (from Stage 2) entered at the top of the page.

Several items included in this interview schedule are used with the permission of the Bank Street College of Education Work and Family Life Study.

[*DATE OF INTERVIEW* __*Month* __*Day* __*Year*]
[*ID#* _____]

1. To start, let me ask how your pregnancy went. Were there any problems or complications?

   ___1) No
   ___2) Yes
   Can you please explain? _____
   _____
   _____

2. How was the delivery? Were there any problems or complications?

   ___1) No
   ___2) Yes
   Can you please explain? _____
   _____
   _____

3. Did you have a C-section (Caesarean)? ___1) No ___2) Yes

4. When was the baby born? _____Month _____Day _____Year

5. Is it a girl or a boy? ___1) Girl ___2) Boy

   [*IF MORE THAN ONE BABY, CONTINUE BELOW.*]

   a. Baby #2 ___1) Girl ___2) Boy
   b. Baby #3 ___1) Girl ___2) Boy

6. How much did the baby (*babies*) weigh? ____Pounds ____Ounces

   Baby #2: ____Pounds ____Ounces
   Baby #3: ____Pounds ____Ounces

7. How long were you in the hospital following the delivery? ____ # Days ____ Homebirth

8. And the baby (*babies*), how long was she/he (*were they*) in the hospital at that time? ____ # Days

   Baby #2: ____ # Days
   Baby #3: ____ # Days

9. Has the baby (*Have any of the babies*) been in the hospital at all since then?

   ___1) No
   ___2) Yes
   a. For how many days? _____ # Days
   b. What happened (*Describe*)? _____
   _____

• [<u>ASK ONLY IF</u> *RESPONDENT HAD 1 BABY.*]

10. Babies have different personalities. Some are easy to care for, while others can be rather difficult. Overall, how would you say your baby is?

    ___2) Easy to care for ___1) Difficult to care for

11. As you know, the medical costs of having a baby can be considerable. Please tell me how much the various medical services you received for prenatal care, delivery, and hospital care cost you out of your own pocket after any insurance reimbursements you received. A rough estimate will be fine.

[*Describe Service*]	[*Cost*]	
a. _____	$_____	
b. _____	$_____	
c. _____	$_____	[*AN OVERALL ESTIMATE*
d. _____	$_____	*IS SUFFICIENT*]
e. _____	$_____	
f. _____	$_____	
TOTAL COST	$_____	

12. Were some or all of these expenses covered by health insurance?

___1) No

___2) Yes

a. Did you receive services at reduced fees?
___1) No ___2) Yes

b. What type was that -- private insurance, Medicaid or something else?
___1) Medicaid
___2) Private
___3) Other (*specify*): _____

c. Were these costs covered by a policy in your name, in someone else's name, or by more than 1 policy?
___1) Own ___2) Someone else ___3) More than 1

d. Did you have to wait for the insurance company to send you a refund check?
___1) No ___2) Yes

13. How many times has your baby been to the doctor for routine care, not including visits for specific problems? ____ # times

14. How much did you have to pay at the last such visit – that is, how much did it cost you out of your own pocket after any insurance reimbursement? $_____

15. Are these visits covered by health insurance?

___1) No

___2) Yes

a. Do you receive services at reduced fees?
___1) No ___2) Yes

b. What type is that – private insurance, Medicaid or something else?
___1) Medicaid
___2) Private
___3) Other (*specify*): _____

c. Is that policy under your name?
___1) No ___2) Yes

d. Do you have to wait for the insurance company to send you a refund check?
___1) No ___2) Yes

16. Did you breast feed your baby (babies)?

___1) No ___2) Yes

a. Are you still breast feeding?

___2) Yes ___1) No

b. How long did you breast feed?

___# Weeks OR ___# Months

c. Why did you stop? _____

17. Besides you and your baby (babies), who else lives in your household? (*Check all that apply*)

HUSBAND/COMPANION?

___1) Husband ___2) Companion

ANY CHILDREN NOT INCLUDING NEW BABY?

How many? ____ # children

What age(s)?

a. Child 1 ____ # years old
b. Child 2 ____ # years old
c. Child 3 ____ # years old
d. Child 4 ____ # years old
e. Child 5 ____ # years old
f. Child 6 ____ # years old

ANY OTHER ADULTS?

How many? ____ # other adults

What is their relation to you?

g. Your parents ____ # persons
h. In-laws ____ # persons
i. Other relative(s) ____ # persons
j. Friend, roommate, border ____ # persons

k. Do any of these adults have personal income on a regular basis? ___1) No ___2) Yes

• [ASK ONLY IF *MARITAL STATUS APPEARS TO HAVE CHANGED SINCE THE STAGE 2 INTERVIEW. COMPARE QUESTION 4 ON THE CONTROL SHEET WITH Q17 ABOVE.*]

l. Last time we spoke you said that you were (married/living with someone/on your own). How has your situation changed since then?

[*CHECK CURRENT MARITAL STATUS AND CHANGE CONTROL SHEET*]

___1) Separated
___2) Divorced
___3) Widowed
___4) Married
___5) Living with someone

18. Before you had your baby, did you work at a job in which you were employed by someone else and received a paycheck from which taxes (federal, state, social security) were withheld?

—1) No

—2) Yes

a. When you stopped work did you make any arrangements with your employer to return after having the baby? *[IN CASES OF MULTIPLE JOBS BEFORE CHILDBIRTH. IF RESPONDENT MADE ARRANGEMENTS TO TAKE TIME OFF FROM ANY PREVIOUS JOB, CHECK "YES" AND PROCEED ACCORDINGLY.]*

—1) No

—2) Yes

b. Are you still on leave?

—1) No

—2) Yes → **GO TO** BLUE PAGE 17, Q66

c. Was your leave from more than one job?

—2) Yes

—1) No → **GO TO** LIGHT YELLOW PAGE 8, Q26

d. I only have room to record information about your maternity leave from one job. Please choose one to tell me about. It doesn't matter which.

→ **GO TO** LIGHT YELLOW PAGE 8, Q26

GO TO Q23 PAGE 6

e. Did you return to the same line of work after having the baby? *[If she had more than one line of work, did she return to any?]*

—1) No

—2) Yes → **GO TO** DARK YELLOW PAGE 14, Q51

GO TO Q19 NEXT PAGE

Q19

19. How important were each of the following factors in your decision not to return to your old job -- not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Not ready to go back yet	not	some	very
b. Could not arrange the work schedule you wanted	not	some	very
c. Job too demanding given new responsibilities with baby	not	some	very
d. Felt guilty leaving baby in someone else's care	not	some	very
e. Just didn't want to keep working	not	some	very
f. Husband or relatives didn't want me to go back	not	some	very
g. Unhappy with job and wanted something better	not	some	very
h. Couldn't make satisfactory arrangements for child care	not	some	very

• [**ASK ONLY IF** *CHILDCARE PROBLEMS WERE somewhat OR very IMPORTANT.*]

20. How important were the following things in making it difficult for you to arrange child care?

a. Cost too high	not	some	very
b. Care not available during hours needed	not	some	very
c. Could not find reliable arrangements	not	some	very
d. Could not find a convenient location	not	some	very
e. Could not find caregiver who shared your opinions about child rearing	not	some	very
f. Could not find good enough quality care	not	some	very

21. Were there any other reasons why you decided not to return to your old job?

_____

_____

22. Are you currently working?

__2) Yes

__1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

a. Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

b. Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

6

Q23

23. Did you quit?

—2) Yes

—1) No

a. Could you tell me what happened? _____

_____

_____

_____

_____

b. Are you currently working?

—2) Yes

—1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

c. Do you work more than 15 hours per week on average?

—1) No

—2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

d. Do you work more than 7 hours per week outside your home?

—1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

—2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

GO TO
Q24
NEXT PAGE

Q24

24. How important were each of the following factors in your decision to quit your old job -- not at all, somewhat, or very important?

	[*Ask all & circle responses*]		
a. Could not take enough time off (or any time off) to have baby	not	some	very
b. Would not have been able to work part-time when ready to go back	not	some	very
c. Other problems arranging the work schedule you wanted after baby	not	some	very
d. Commuting to and from work would have taken too long	not	some	very
e. Job would have been too demanding given new responsibilities with baby	not	some	very
f. Supervisor or boss was not sensitive to the needs of working mothers	not	some	very
g. Would have felt guilty leaving baby in someone else's care	not	some	very
h. Just didn't want to keep working	not	some	very
i. Husband or relatives didn't want you to keep working	not	some	very
j. Unhappy with job and wanted something better	not	some	very
k. Didn't think it would be possible to make satisfactory arrangements for child care if you went back	not	some	very
l. Didn't think you would be able to afford child care if you went back	not	some	very

m. Were there any other reasons why you decided not to return to your old job?

_____

_____

_____

_____

25. Are you currently working?

__2) Yes

__1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

a. Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

b. Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

TEMPORARY LEAVE

EMPLOYED BY SOMEONE ELSE

Q26

26. What was the job you took a temporary leave from when you had your baby?
    a. What was your position or occupation? What did your work involve?

    _____

    b. What kind of company or organization was it? What did it do or make?

    _____

First, I would like to ask you in general terms about the leave policies where you worked.

27. Did your employer have a standard policy setting the amount of maternity leave for employees in your position or was the amount of leave decided on an individual basis? [*If leave consisted only of vacation and sick days, check "individual basis"*]

    ___1) Decided on an individual basis

    a. Was there a clear understanding before you left that there would be a job when you returned?

    ___2) Yes ___1) No

    b. Why not?

    _____

    ___2) Standard policy

    c. If a woman had worked there for a year, what was the maximum amount of time she could take off before and after delivery in the case of a normal pregnancy and delivery? Do not include vacation, sick days, or any extra time negotiated on an individual basis.

    ____# Weeks or ____# Months

    • [ASK ONLY IF *LESS THAN 8 WEEKS LEAVE (Q27c)*]

    d. If a woman had medical complications related to her pregnancy or delivery, could she take off at least 8 weeks for medical reasons? Don't include vacation, sick days, or extra time that would have to be negotiated on an individual basis.

    ___1) No ___2) Yes

Now, I'd like to ask about the leave arrangements that you made.

28. How long before having your baby did you stop working? ____# Weeks OR ____# Days

29. How much leave time did you originally plan to take off, including vacation and sick days?

    ____# Weeks OR ____ # Months ____999) Didn't have a specific plan

30. How much time did you actually take, including vacation and sick days?

    ____# Weeks OR ____ # Months ____999) Can't answer because she decided not to return

31. Could you have taken more time if you had wanted to?

    ___1) No ___2) Maybe ___3) Yes

    a. How much additional time? ____# Weeks OR ___Don't know

• [ASK ONLY IF *TOOK MORE TIME (Q30) THAN PLANNED (Q29).*]

32. How important were the following factors in your decision to take more time than you originall planned – not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Complications during pregnancy or childbirth	not	some	very
b. Problems with the baby's health	not	some	very
c. Wanted more time with baby	not	some	very
d. Had difficulty arranging child care	not	some	very

e. Were there any other reasons? _____

• [ASK ONLY IF *RESPONSE TO Q31 IS "YES" -- COULD HAVE TAKEN MORE TIME.*]

33. How important were the following factors in your decision to take less time than you were allowed -- not at all, somewhat, or very important?

a. Could not afford to stay out longer	not	some	very
b. Needed at work and pressured to return	not	some	very
c. Staying out longer would have hurt chances for promotion	not	some	very
d. Missed work and wanted to get back	not	some	very
e. Was bored at home	not	some	very

f. Were there any other reasons? _____

34. Did you receive any pay while you were on leave from sick days, vacation days, or other sources?

___1) No ___2) Yes

a. How much time at FULL pay? ___None or ____# Days or ____# Weeks

• [ASK ONLY IF *AT LEAST 1 DAY AT FULL PAY.*]

b. How many were paid sick days? ___None or ___#Days or ___#Wks

c. How many were paid vacation days? ___None or ___#Days or ___#Wks

d. How many were paid personal days? ___None or ___#Days or ___#Wks

e. How many days at PARTIAL pay? ___None or ___#Days or ___#Wks

35. Did your employer pay for at least part of your health insurance before you went on leave?

___1) No ___2) Yes

a. Was this payment continued for all, part or none of your leave?

___1) None ___2) Part ___3) All

36. Were any special arrangements made to see that your job was done while you were on leave?

___1) No ___2) Yes

Please describe these to me. [*Check all that apply*]

a. ___2) New person hired from outside

b. ___2) Temporary worker agency provided temporary replacement

c. ___2) Transferred an employee from within the company

d. ___2) Job assigned to a co-worker, or work re-routed to several co-workers

e. ___2) Other, (*specify*): _____

f. How difficult were these arrangements to make?

___1) Not difficult at all ___2) Moderately difficult ___3) Very difficult

g. Did you help to hire or train someone to do your job?

___1) No ___2) Yes

h. How satisfied do you think your employer was with these arrangements?

___1) Not satisfied at all ___2) Somewhat satisfied ___3 Very satisfied

37. Did you do any work related to your job while on leave?

___1) No

___2) Yes

a. About how much time did this take in total?

____# Hours OR ____# Days

38. Thinking back on the leave time you took, ...

a. did you have enough time before the baby was born?

___1) No ___2) Yes

b. did you have enough time to recuperate after the delivery?

___1) No ___2) Yes

c. did you have enough time to be with your baby?

___1) No ___2) Yes

39. How financially difficult was it for your family during your leave?

___1) Not at all ___2) Somewhat ___3) Very difficult

40. Did you go back to work for the same employer after your leave?

—1) No

—2) Yes

41. Are you still working there?

—1) No

—2) Yes

42. I know we've talked about how much leave you took, but I want to make sure I've got this right. How long after having your baby did you start working? ___# Wks or ___# Mos

a. When you first started work again, did you work fewer hours per week than before you had your baby?

—1) No —2) Yes

b. Did you make other changes in your work routine or job responsibilities?

—1) No —2) Yes

c. What? _____

d. Do you have more than one job at the present time?

—1) No —2) Yes

e. How many hours per week do you work at all your jobs? ___# Hours

I can only take down detailed information about one job. Please tell me about the job we have been talking about.

GO TO GREEN PAGE 29, Q144

43. Did you quit?

—2) Yes —1) No

a. Could you tell me what happened? _____

_____

_____

b. Are you currently working?

—2) Yes —1) No → **GO TO** LIGHT PINK PAGE 22, Q96

c. Do you work more than 15 hours per week on average?

—1) No —2) Yes → **GO TO** GREEN PAGE 28, Q135

d. Do you work more than 7 hours per week outside your home?

—1) No → **GO TO** DARK PINK PAGE 25, Q113

—2) Yes → **GO TO** GREEN PAGE 28, Q135

GO TO Q44 NEXT PAGE

GO TO Q47 PAGE 13

Q44

44. Did you quit?

__2) Yes

__1) No

a. Could you tell me what happened? _____

_____

_____

_____

_____

b. Are you currently working?

__2) Yes

__1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

c. Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

d. Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

45. When did you tell your supervisor or boss you weren't coming back -- at the start of your leave, during it, at the end, or did you not say anything?

__1) Start of leave __2) During leave __3) End of leave __4) Didn't tell

46. When did you make up your mind that you weren't going back?

__1) Before leave __2) During leave __3) End of leave

13

Q47

47. How important were each of the following factors in your decision to quit your old job -- not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Could not take as much leave as you needed or wanted	not	some	very
b. Could not return to work on a part-time basis	not	some	very
c. Other problems arranging the work schedule you wanted after baby	not	some	very
d. Traveling to and from work took too long	not	some	very
e. Job was too hard given new responsibilities with baby	not	some	very
f. Supervisor or boss was not sensitive to the needs of working mothers	not	some	very
g. Felt guilty leaving baby in someone else's care	not	some	very
h. Just didn't want to keep working	not	some	very
i. Husband or relatives didn't want you to keep working	not	some	very
j. Unhappy with job and wanted something better	not	some	very
k. Couldn't make satisfactory arrangements for child care	not	some	very

• [ASK ONLY IF *CHILDCARE PROBLEMS WERE somewhat OR very IMPORTANT*]

48. How important were the following things in making it difficult for you to arrange child care?

a. Cost too high	not	some	very
b. Care not available during hours needed	not	some	very
c. Could not find reliable arrangements	not	some	very
d. Could not find a convenient location	not	some	very
e. Could not find good enough quality care	not	some	very
f. Could not find caregiver who shared your opinions about child rearing	not	some	very

49. Were there any other reasons why you quit your old job?

_____

50. Are you currently working?

__2) Yes

__1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

a. Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q1

b. Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

TEMPORARY LEAVE

SELF-EMPLOYED OR EMPLOYED IN A FAMILY BUSINESS

Q51

51. What was the job you took a temporary leave from when you had your baby?
    a. What was your occupation? What did your work involve?

    _____

    b. What kind of company or organization was it? What did it do or make?

    _____

52. How long before you had your baby did you stop working? (*All jobs if more than one*)
    ____# Weeks OR ____# Days

53. Did you originally plan to take off a specific amount of time, during which you would not work at all?
    ___1) No specific plan
    ___2) Yes
    54. How much time did you plan to take off?
    ____# Weeks OR ____# Months

55. How much time off did you actually take? ____# Weeks OR ____# Months

•[ASK ONLY IF *TOOK (Q55) LESS TIME THAN PLANNED (Q54).*]

56. How important were the following factors in your decision to take less time than you had planned – not at all, somewhat, or very important?

a. Could not afford not to work	not	some	very
b. Pressured to return by clients, customers, or employees	not	some	very
c. Staying out longer would have hurt business	not	some	very
d. Missed work and wanted to get back	not	some	very
e. Would have lost job or client	not	some	very

f. Were there any other reasons? _____

•[ASK ONLY IF *TOOK (Q55) MORE TIME THAN PLANNED (Q54).*]

57. How important were the following factors in your decision to take more time than you had planned – not at all, somewhat, or very important?

a. Complications during pregnancy or childbirth	not	some	very
b. Problems with the baby's health	not	some	very
c. Wanted more time with baby	not	some	very
d. Had difficulty arranging child care	not	some	very

e. Were there any other reasons? _____

58. Did you make any special arrangements to see that your work was taken care of while you were out?
    ___1) No
    ___2) Yes
    a. What arrangements did you make? _____

    _____

59. Think about the time you took off for a moment.
    a. Do you feel you had enough time before the baby was born? ___1) No ___2) Yes
    b. Did you have enough time to recuperate after the delivery? ___1) No ___2) Yes
    c. Did you have enough time to be with your baby? ___1) No ___2) Yes

60. How financially difficult was it for your family during your leave?

___1) Not at all ___2) Somewhat ___3) Very difficult

61. Are you still working at this job?

___1) No

___2) Yes

a. Do you work more than 15 hours per week on average at this or other jobs?

___2) Yes

___1) No

b. Do you work outside your home for more than 7 hours per week?

___2) Yes

___1) No ➡ **GO TO DARK PINK PAGE 25, Q113**

c. I know we've talked about how much leave you took, but I want to make sure I've got this right. How long after having your baby did you start working?

___# Wks or ___# Mos

d. When you first started work again, did you work fewer hours per week than before you had your baby?

___1) No ___2) Yes

e. Did you make other changes in your work routine or job responsibilities?

___1) No

___2) Yes

f. What? _____

g. Do you have more than one job at the present time?

___2) Yes

___1) No ➡ **GO TO GREEN PAGE 34, Q171**

h. How many hours per week do you work at all your jobs?

___# Hours

I can only take down detailed information about one job. Is the job we have been talking about your main job at present?

___1) No ➡ **GO TO GREEN PAGE 28, SKIP DOWN TO Q143**

___2) Yes ➡ **GO TO GREEN PAGE 34, Q171**

62. How important were each of the following factors in your decision to stop working at this job -- not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Could not arrange the work schedule you wanted	not	some	very
b. Job too hard given new responsibilities with baby	not	some	very
c. Felt guilty leaving baby in someone else's care	not	some	very
d. Just didn't want to keep working	not	some	very
e. Husband or relatives wanted you to stop	not	some	very
f. Unhappy with job and wanted something better	not	some	very
g. Couldn't make satisfactory arrangements for child care	not	some	very

• [**ASK ONLY IF** *CHILDCARE PROBLEMS WERE somewhat OR very IMPORTANT.*]

63. How important were the following things in making it difficult for you to arrange child care? [*Ask all & circle responses*]

a. Cost too high	not	some	very
b. Care not available during hours needed	not	some	very
c. Could not find reliable arrangements	not	some	very
d. Could not find a convenient location	not	some	very
e. Could not find caregiver who shared your opinions about child rearing	not	some	very
f. Could not find care of good enough quality	not	some	very

64. Were there any other reasons why you decided to stop working at this job?

_____

65. Are you currently working?

__2) Yes

__1) No ➡ **GO TO** LIGHT PINK PAGE 22, Q96

a. Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

b. Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO** DARK PINK PAGE 25, Q113

__2) Yes ➡ **GO TO** GREEN PAGE 28, Q135

66. What was the job you took a temporary leave from when you had your baby?
    a. What was your position or occupation? What did your work involve?

    _____

    b. What kind of company or organization was it? What did it do or make?

    _____

First, I would like to ask you in general terms about the leave policies where you worked.

67. Did your employer have a standard policy setting the amount of maternity leave for employees in your position or was the amount of leave decided on an individual basis? [*If leave consisted only of vacation and sick days, check "individual basis"*]

    ___1) Decided on an individual basis
    a. Was there a clear understanding before you left that there would be a job when you returned?
    ___2) Yes ___1) No
    b. Why not?
    _____

    ___2) Standard policy
    c. If a woman had worked there for a year, what was the maximum amount of time she could take off before and after delivery in the case of a normal pregnancy and delivery? Do not include vacation, sick days, or any extra time negotiated on an individual basis.
    ____# Weeks or ____# Months

    • [ASK ONLY IF *LESS THAN 8 WEEKS LEAVE (Q67c)*]
    d. If a woman had medical complications related to her pregnancy or delivery, could she take off at least 8 weeks for medical reasons? Don't include vacation, sick days, or extra time that would have to be negotiated on an individual basis.
    ___1) No ___2) Yes

Now, I'd like to ask about the leave arrangements you made.

68. How long before you had your baby did you stop working? ____# Weeks OR ____# Days

69. How much leave time did you originally plan to take off, including vacation and sick days?
    ____# Weeks OR ____# Months ____Didn't have a specific plan

    a. Has your plan changed?
    ___1) No ___2) Yes
    b. Will you be taking more or less time than originally planned?
    ___1) Less ___2) More

• [ASK ONLY IF *TAKING MORE TIME THAN PLANNED (Q69b)*]

70. How important were the following factors in your decision to take more time than you originally planned – not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Complications during pregnancy or childbirth	not	some	very
b. Problems with the baby's health	not	some	very
c. Wanted more time with baby	not	some	very
d. Had difficulty arranging child care	not	some	very
e. Were there any other reasons? _____			

• [ASK ONLY IF *TAKING LESS TIME THAN PLANNED (Q69b)*]

71. How important were the following factors in your decision to take less time than you were allowed – not at all, somewhat, or very important? [*Ask all & circle responses*]

a. Could not afford to stay out longer	not	some	very
b. Needed at work and pressured to return	not	some	very
c. Staying out longer would have hurt chances for promotion	not	some	very
d. Missed work and wanted to get back	not	some	very
e. Was bored at home	not	some	very
f. Were there any other reasons? _____			

72. Have you received any pay while you have been on leave?

___1) No

___2) Yes

a. How much time at FULL pay? ___None or ____# Days or ____# Weeks

• [ASK ONLY IF *AT LEAST 1 DAY AT FULL PAY.*]

b. How many were paid sick days? ___None or ___#Days or ___#Wks

c. How many were paid vacation days? ___None or ___#Days or ___#Wks

d. How many were paid personal days? ___None or ___#Days or ___#Wks

e. How many days at PARTIAL pay? ___None or ___#Days or ___#Wks

73. Did your employer pay for at least part of your health insurance before you went on leave?

___1) No

___2) Yes

a. Has this payment been continued for all, part or none of your leave?

___1) None ___2) Part ___3) All

74. Were any special arrangements made to see that your job was done while you were on leave?

___1) No

___2) Yes

Please describe these to me. [*Check all that apply*]

a. ___2) New person hired from outside

b. ___2) Temporary worker agency provided temporary replacement

c. ___2) Transferred an employee from within the company

d. ___2) Job assigned to a co-worker, or work re-routed to several co-workers

e. ___2) Other [*Specify*] _____

f. How difficult were these arrangements to make?

___1) Not difficult at all ___2) Moderately difficult ___3) Very difficult

g. Did you help to hire or train someone to do your job?

___1) No ___2) Yes

h. How satisfied do you think your employer has been with these arrangements?

___1) Not satisfied at all ___2) Somewhat satisfied ___3 Very satisfied

75. Have you done any work for your employer while on leave?

___1) No

___2) Yes

a. About how much time did this take in total? ____# Hours OR ___# Days

76. When will your leave end? ___ Month ___ Year

77. Do you plan on returning to this job?
__2) Yes __3) Not sure __1) No

a. When?
__Mo.
__Yr.

78. In deciding whether or not to return to this job, how important has each of the following factors been -- not at all, somewhat, or very important?
[*Ask all & circle responses*]

a. Not ready to go back	not	some	very
b. Would not be able to return part time	not	some	very
c. Other problems arranging work schedule you want	not	some	very
d. Traveling to and from work would take too long	not	some	very
e. Job too hard given new responsibilities with baby	not	some	very
f. Supervisor/boss not sensitive to needs of working mothers	not	some	very
g. Would feel guilty leaving baby in someone else's care	not	some	very
h. Just don't want to keep working	not	some	very
i. Husband or relatives don't want me to return	not	some	very
j. Unhappy with job and want something better	not	some	very
k. Unable to make satisfactory arrangements for child care	not	some	very
l. Unable to afford child care	not	some	very

m. Are there any other reasons? _____

n. Have you told your employer that you won't be coming back?
__1) No __2) Yes

o. Do you plan on working again eventually?
__3) Working now __1) No __2) Yes

p. When do you think you will start?
__# Months or __# Years

79. Are you currently doing any work at another job?
__1) No __2) Yes

GO TO Q81 NEXT PAGE

80. Do you work at a job in which you are employed by someone else and receive a paycheck from which taxes (federal, state, social security) are withheld?
__1) No __2) Yes

a. What is your position or occupation? _____

b. What kind of business or organization is it? _____

c. How long after having your baby did you start working? ____# Weeks

d. Where do you mainly work? __1) At home __2) Another place __3) Many location

e. How many hours per week do you work on average? ____# Hours per week

f. How much are you earning now? $____per wk or $____per mo or $_____per year

Q81

81. The opinions of friends or relatives often influence people's decision about when to return to work, if at all. How important were the opinions of your friends or relatives in your decision -- not at all, somewhat, or very important?

___1) Not at all ___2) Somewhat ___3) Very

I would like to ask you some questions about your situation now.

82. How long have you been living in *[Name of town/city]*?

___ Less than 1 year ___ # Years

83. Mothers with young children who must spend a lot of time at home often feel lonely. In the past month, have you never, sometimes, or often... [*Ask all & circle responses*]

a. Felt cut-off from other people	never	sometimes	often
b. Wished you were back at work	never	sometimes	often
c. Wanted someone to talk to	never	sometimes	often

84. In the past month has someone other than yourself cared for the baby so that you could have time for yourself?

___1) No

___2) Yes

85. Is there someone you trust who will watch the baby if you need to be away for some reason?

___1) No

___2) Yes

Who?

[*Check all that apply.*]

a. ___2) Husband/companion
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter

86. Who has taken care of your baby in the past month?

[*Check all that apply*]

a. ___2) Husband/companion
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter

e. About how much time in the past month has your baby been cared for by someone else while you were away?

____ # Hours OR ____ # Days

Now, I'm going to ask some questions about your attitudes toward work and family life.

87. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?

___1) No ___2) Yes

88. How important would you say work is in making you feel good about yourself -- not at all important, somewhat important, or very important?

___1) Not important at all ___2) Somewhat important ___3) Very important

89. Do you think that a working mother has more responsibility to spend time with her children than a working father?

___1) No ___2) Yes

90. If you could have your way, what would you prefer to do during the first few years of your child's life combine work and family or not to work at all?

___1) Not work at all ___2) Combine work and family

91. Since having your baby, have your ideas or feelings about work and being a mother changed?

___1) No ___2) Yes

a. In what way? _____

_____

_____

_____

92. I'm going to read you some statements about the way people sometimes feel. Tell me how often you have felt this way in the last month -- never, sometimes, or often? Remember, think about the way you have felt during the last month. [*Ask all & circle responses*]

a. Confident that you could deal with your personal problems	never	sometimes	often
b. That you were able to control the important things in your life	never	sometimes	often
c. Nervous and stressed	never	sometimes	often
d. That things were going your way	never	sometimes	often
e. That you could not cope with all the things you had to do	never	sometimes	often
f. Difficulties were piling up so high that you couldn't overcome them	never	sometimes	often

93. All things considered, how satisfied are you with your life these days? [*Read answers*]

___5) Very satisfied

___4) Satisfied

___3) Neither satisfied nor dissatisfied

___2) Dissatisfied

___1) Very dissatisfied

94. How financially difficult has it been for your family during your leave?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

a. About how much were you earning, before taxes and other deductions, at the point when you stopped working?

$____per week or $____per month or $_____per year

95. Do you have any extra source of personal income [*not from husband/companion*] at the present time, such as investments, help from parents, unemployment, child support, etc.?

___1) No ___2) Yes

What sources? [*Check all that apply.*]

a. ___2) Investments/rents
b. ___2) Regular help from parents
c. ___2) Unemployment
d. ___2) AFDC/Welfare
e. ___2) Child Support/Alimony
f. ___2) Other: _____

g. About how much does this amount to per month or per year?

$_____ per month OR $_____ per year

[*REFER TO CONTROL SHEET TO CHECK MARITAL STATUS.*]

IF MARRIED OR LIVING WITH SOMEONE ➡ **GO TO** LAVENDER PAGE 42, Q227

IF LIVING ON OWN ➡ **GO TO** WHITE, LAST PAGE

NOT WORKING

Q96

I would like to ask some questions about your situation now.

96. How long have you been living in [*Name of town/city*]?

___1) Less than 1 year ___ # Years

97. Mothers with young children who must spend a lot of time at home often feel lonely. In the past month, have you never, sometimes or often ... [*Ask all & circle responses*]

a. Felt cut-off from other people	never	sometimes	often
b. Wished you were back at work	never	sometimes	often
c. Wanted someone to talk to	never	sometimes	often

98. In the past month has someone other than yourself cared for the baby so that you could have time for yourself?

___1) No

___2) Yes

99. Is there someone you trust who will watch the baby if you need to be away for some reason?

___1) No

___2) Yes

Who?

[*Check all that apply*]

a. ___2) Husband/compan.
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter

100. Who has cared for your baby in the past month?

[*Check all that apply*]

a. ___2) Husband/companion
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter
e. About how much time in the past month has your baby been cared for by someone else while you were away?

____ # Hours OR ___ # Days

Now, I'd like to ask you some questions about your attitudes toward work and family.

101. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?

___1) No ___2) Yes

102. How important would you say work is in making you feel good about yourself -- not at all important, somewhat important, or very important?

___1) Not important at all ___2) Somewhat important ___3) Very important

103. Do you think that a working mother has more responsibility to spend time with her children than a working father?

___1) No ___2) Yes

104. If you could have your way, what would you prefer to do during the first few years of your child's life, combine work and family or not work at all?

___1) Not work at all ___2) Combine work and family

105. I'm going to read you some statements about the way people sometimes feel. Tell me how often you have felt this way in the last month -- never, sometimes, or often? Remember, think about the way you have felt during the last month. [*Ask all & circle responses*]

a. Confident that you could deal with your personal problems	never	sometimes	often
b. That you were able to control the important things in your life	never	sometimes	often
c. Nervous and stressed	never	sometimes	often
d. That things were going your way	never	sometimes	often
e. That you could not cope with all the things you had to do	never	sometimes	often
f. Difficulties were piling up so high that you couldn't overcome them	never	sometimes	often

106. All things considered, how satisfied are you with your life these days? [*Read answers*]

___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

107. Do you plan on returning to work eventually?

___1) No

___2) Yes

a. Are you currently looking for work?

___2) Yes

___1) No

b. When do you think you will return?

____ # Months OR ____ # Years from now

108. As you consider what sort of job you want how important are the following factors -- not at all, somewhat or very important?

[*Ask all & circle responses*]

a. Location	not	some	very
b. Part-time work available	not	some	very
c. Flexible schedule	not	some	very
d. Health insurance plan	not	some	very
e. Other fringe benefits	not	some	very
f. Pay	not	some	very
g. Chances for promotion	not	some	very
h. Type of job responsibilities	not	some	very

i. Anything else? _____

109. The opinions of friends or relatives often influence people's decision about whether to work or nc after having a baby. How important were the opinions of your friends and/or relatives in your decision -- very, somewhat, or not at all important?

___3) Very ___2) Somewhat ___1) Not at all

110. How financially difficult has it been for your family since you stopped working?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

a. About how much were you earning, before taxes and other deductions, at the point when you stopped working?.

$____ per week or $____ per month or $_____ per year

111. Do you have any sources of personal income [*not from husband/companion*] now that you are not working -- such as investments, help from parents, unemployment, child support, etc.?

___1) No

___2) Yes

What sources? [*Check all that apply*]

a. ___2) Investments/rents
b. ___2) Regular help from parents
c. ___2) Unemployment
d. ___2) AFDC/Welfare
e. ___2) Child Support/Alimony
f. ___2) Other [*Describe*] _____

g. About how much does this amount to per month or per year?

$_____ per month OR $_____ per year

112. Since having your baby, have your ideas or feelings about work and being a mother changed?

___1) No

___2) Yes

a. In what way? _____

_____

_____

_____

[*REFER TO CONTROL SHEET TO CHECK MARITAL STATUS.*]

IF MARRIED OR LIVING WITH SOMEONE ➡ **GO TO** LAVENDER PAGE 42, Q227

IF LIVING ON OWN ➡ **GO TO** WHITE, LAST PAGE

WORKING A BIT

Q113

I would like to ask you some questions about your situation now.

113. How long have you been living in [*Name of town/city*]?

___1) Less than 1 year ___ # Years

114. Mothers with young children who must spend a lot of time at home often feel lonely. In the past month, have you never, sometimes or often ... [*Ask all & circle responses*]

a. Felt cut-off from other people	never	sometimes	often
b. Wished you were back at work	never	sometimes	often
c. Wanted someone to talk to	never	sometimes	often

115. In the past month has someone other than yourself cared for the baby so that you could have time for yourself?

___1) No

116. Is there someone you trust who will watch the baby if you need to be away for some reason?

___1) No

___2) Yes

Who?

[*Check all that apply*]

a. ___2) Husband/compan.
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter

___2) Yes

117. Who has cared for your baby in the past month?

[*Check all that apply*]

a. ___2) Husband/companion
b. ___2) Relatives
c. ___2) Friends
d. ___2) Baby sitter

e. About how much time in the past month has your baby been cared for by someone else while you were away?

____ # Hours OR ___ # Days

Now, I'd like to ask you some questions about your attitudes toward work and family.

118. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?

___1) No ___2) Yes

119. How important would you say work is in making you feel good about yourself -- not at all important, somewhat important, or very important?

___1) Not important at all ___2) Somewhat important ___3) Very important

120. Do you think that a working mother has more responsibility to spend time with her children than a working father?

___1) No ___2) Yes

121. If you could have your way, what would you prefer to do during the first few years of your child's life, combine work and family or not work at all?

___1) Not work at all ___2) Combine work and family

122. I'm going to read you some statements about the way people sometimes feel. Tell me how often you have felt this way in the last month -- never, sometimes, or often? Remember, think about the way you have felt during the last month. [*Ask all & circle responses*]

a. Confident that you could deal with your personal problems	never	sometimes	often
b. That you were able to control the important things in your life	never	sometimes	often
c. Nervous and stressed	never	sometimes	often
d. That things were going your way	never	sometimes	often
e. That you could not cope with all the things you had to do	never	sometimes	often
f. Difficulties were piling up so high that you couldn't overcome them	never	sometimes	often

123. All things considered, how satisfied are you with your life these days? [*Read answers*]

___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

124. You said that you are working some now. What exactly is your job? What does it involve?

_____

a. What type of business or organization is it?

_____

125. Where do you mainly work?
___1) At home ___2) Another place (*office/shop/etc*) ___3) Many locations

126. How long after having your baby did you start working? ____ # Weeks

127. How many hours per week do you work on average? ____ # Hours per week

128. The opinions of friends or relatives often influence people's decision about when to return to work. How important were the opinions of your friends or relatives in your decision -- very, somewhat, or not at all important?

___3) Very ___2) Somewhat 1) Not at all

129. About how much are you earning now, before taxes and other deductions?

$____ per week or $____ per month or $_____ per year

130. How does this compare with what you were earning before you had the baby?

___2) About the same

___1) Less ___3) More

b. How much were you earning then, before taxes & deductions?

$____ per week or $____ per month or $_____ per year

131. Do you have any other sources of personal income [*not from husband/companion*] -- such as investments, help from parents, unemployment, child support, etc.?

___1) No

___2) Yes

What sources? [*Check all that apply*]

a. ___2) Investments/rents
b. ___2) Regular help from parents
c. ___2) Unemployment
d. ___2) AFDC/Welfare
e. ___2) Child Support/Alimony
f. ___2) Other (*Describe*): _____

g. About how much does this amount to per month or per year?

$_____ per month OR $_____ per year

132. Do you plan on increasing the number of hours you work eventually?

___1) No

___2) Yes

a. Doing what you are doing now or in another job?

___1) Same job

___2) Another job

133. As you consider what sort of job you want how important are the following factors -- not at all, somewhat or very? [*Ask all & circle responses*]

a. Location	not	some	very
b. Part-time work available	not	some	very
c. Flexible schedule	not	some	very
d. Health insurance plan	not	some	very
e. Other fringe benefits	not	some	very
f. Pay	not	some	very
g. Chances for promotion	not	some	very
h. Type of job responsibilities	not	some	very

i. Anything else? _____

134. Since having your baby, have your ideas or feelings about work and being a mother changed?

___1) No

___2) Yes

a. In what way? _____

_____

_____

_____

[*REFER TO CONTROL SHEET FOR MARITAL STATUS.*]

IF MARRIED OR LIVING WITH SOMEONE ➡ **GO TO** LAVENDER PAGE 42, Q227

IF LIVING ON OWN ➡ **GO TO** WHITE, LAST PAGE

CURRENTLY WORKING

135. How long after having your baby did you start working? ____ # Weeks OR ___# Months

136. When you first started working again, did you work fewer hours per week than before?
___1)No ___2)Yes

a. Did you make other changes in your work routine or responsibilities?
___1)No ___2)Yes

b. What changes? _____

137. Are you currently working at more than one job, or in more than one line of work?

___1)No ___2)Yes

a. How many hours per week do you work at all your jobs? ____ # Hours

I can only take down detailed information about one job. Please tell me about your main job. The rest of my questions about work will refer only to that job.

138. Let me make sure I remember. You said that you are working for a <u>different</u> employer, or in a different line of work, than before you had the baby?

___1)No ___2)Yes

139. How important was each of the following factors in your decision to take the job you have now -- <u>not at all</u>, <u>somewhat</u> or <u>very important</u>?

a. Location	not	some	very	[*Ask <u>all</u> and circle responses*]
b. Part-time work possible	not	some	very	
c. Flexible schedule	not	some	very	
d. Income	not	some	very	

e. Anything else? _____

140. Do you think that your current job better fits your needs as a new mother than the job you had before your baby was born?
___1)No ___2)Yes

a. Why is that? _____

_____

141. How many different jobs have you had since your baby was born, including your current job? ____# Jobs including current job

142. When did you start your current job? ____Month____Year

<u>143</u>. Do you work at a job in which you are <u>employed by someone else</u> and receive a <u>regular paycheck from which taxes are withheld</u>?

___Yes – 1)EMPLOYED BY SOMEONE ELSE

___No
Are you self-employed (as an independent contractor, consultant, etc.) <u>or</u> do you work in a family business where you are not the owner and do not receive a regular paycheck?

___2)SELF-EMPLOYED ___3)FAMILY BUSINESS

a. What is your position or occupation? What does your work involve?

_____

b. What kind of company or organization is it? What does it do or make?

_____

IF EMPLOYED BY SOMEONE ELSE → **GO TO Q144 NEXT PAGE**

IF SELF-EMPLOYED/FAMILY BUSINESS → **GO TO Q171 PAGE 34**

29 EMPLOYED BY SOMEONE ELSE

Q144

144. At present, how many hours are you officially scheduled to work each week at this job?
_____ # Hours per week

• [ASK ONLY IF *WORKS LESS THAN 35 HOURS PER WEEK (Q144)*]

a. Would you work more hours if you could?
__2) Yes __1) No

b. Do you work part time to spend more time with your family?
__2) Yes __1) No

c. Do you receive full benefits, reduced benefits, or no benefits at all as a part-time worker
__1) No benefits __2) Reduced/prorated benefits __3) Full benefits

• [ASK ONLY IF *WORKS 35 OR MORE HOURS PER WEEK (Q144)*]

145. Do you regularly work more than your officially scheduled hours?
__1) No __2) Yes

a. How many hours of overtime do you work in an average week?
____ # Hours per week

b. Is this overtime voluntary?
__1) No __2) Yes

c. Is this overtime scheduled in advance or unexpected?
__1) Scheduled in advance __2) Unexpected __3) Both

d. Is it paid or unpaid? __1) Unpaid __2) Paid

146. Do you typically work days, evenings, nights or does your schedule vary?

___1) Days (e.g. 7 - 3, 8 - 4, 9 - 5)
___2) Evenings (e.g. 3 - 11, 4 - 12, 5 - 1)
___3) Nights (e.g. 11 - 7, 12 - 8, 1 - 9)
___4) Schedule varies
___5) Other [*Describe*] _____

147. How much control do you have over the scheduling of your work hours?

___1) None | ___2) A little ___3) Some ___4) A great deal
a. What flexibility do you have? _____

148. How often do you work on Saturday or Sunday at this job or any other paid work you do?

___1) Never ___2) Less than once a month ___3) 1 - 3 times a month ___4) Every weekend

149. Where do you mainly work?

___1) At home ___2) Another place (office/shop/etc) ___3) Many locations

150. About how many persons are employed by the company or organization you work for (at all locations in the United States)? [*Read categories if respondent hesitates*]

___1) 1-19 ___2) 20-99 ___3) 100-249 ___4) 250-499 ___5) 500 or more

151. Does a union [*or other collective bargaining group*] represent workers in your position?

___1) No ___2) Yes

152. During your last month of work, how many days have you missed because you were ill or had to keep a medical appointment?

___None OR ____ # Days

a. How many days in the last month have you missed because of family responsibilities -- such as caring for a sick child, taking baby to the doctor, etc.?

___None OR ____ # Days

b. How many times in the last month have you been late to work or had to leave early because of family responsibilities?

___None OR ____ # Days

c. How easy is it for you to take time off from work to meet family responsibilities without risking your job or losing pay – very difficult, somewhat difficult, not too difficult, or easy?

___1) Very difficult ___2) Somewhat difficult ___3) Not too difficult ___4) Easy

153. How understanding is your supervisor when you have personal or family business to take care of?

___1) Not understanding at all ___2) Somewhat ___3) Very understanding

31

154. I'm going to read a list of people. Tell me how much each can be relied on to help when things get tough managing everything you have to do at home and at work -- not much, some, or a lot?

[*Ask all & circle responses*]

a. Your immediate supervisor	not much	some	a lot
b. Other people at work	not much	some	a lot
c. Your husband/companion	not much	some	a lot
d. Your relatives	not much	some	a lot
e. Your friends	not much	some	a lot

155. All in all, how satisfied would you say you are with your job? [*Read answers*]

___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

156. I'm going to read you a list of employee benefits that organizations could offer their employees to help them balance work and family responsibilities. Please tell me how useful each one would be (or already is) to you -- not at all, somewhat, or very useful?

[*Ask all & circle responses*]

a. Part-time work	not	some	very
b. Flexibility in when you begin & end the work day	not	some	very
c. Child care at or near work	not	some	very
d. Help in finding child care	not	some	very
e. Help in paying for child care	not	some	very
f. Paid sick days that you could use to care for a sick child	not	some	very
g. Freedom to pick & choose the benefits that would be best for your family's needs	not	some	very

157. Over the last month, has your job made it difficult to meet your family responsibilities?

___1) No
___2) Yes [*even a little*]
a. How? _____

b. How about your family responsibilities, have they made it difficult for you to do your job?

___1) No
___2) Yes [*even a little*]
c. How? _____

158. I'm going to read you a list of problems common to working mothers. Please tell me how serious these problems are in your life -- not at all, somewhat, or very serious? [*Ask all & circle responses*]

a. Arranging child care	not	some	very
b. Finding the time to manage all your work and family responsibilities	not	some	very
c. Feeling badly about not spending more time with your child	not	some	very
d. Having trouble meeting others' expectations about what it takes to be a good mother	not	some	very
e. Not having enough time to really get to know your baby	not	some	very

159. Is it more difficult than you thought it would be to manage both work and the responsibilities you have for the new baby?

___1) No ___2) Yes
a. Why is that? _____

160. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?

___1) No ___2) Yes

161. How important would you say work is in making you feel good about yourself -- not at all, somewhat or very important?

___1) Not important at all ___2) Somewhat important ___3) Very important

162. Do you think that a working mother has more responsibility to spend time with her children than a working father?

___1) No ___2) Yes

163. The opinions of friends or relatives often influence people's decisions about when to return to work, if at all. How important were the opinions of your friends and relatives in your decision -- not at all, somewhat, or very important?

___1) Not at all important ___2) Somewhat important ___3) Very important

164. If you could have your way, what would you prefer to do during the first few years of your child's life -- combine work and family or not work at all?

___1) Combine work and family ___2) Not work at all

165. Since having your baby, have your ideas or feelings about work and being a mother changed?

___1) No ___2) Yes
a. In what way? _____
_____

166. I'm going to read you some statements about the way people sometimes feel. Tell me how often you have felt this way in the last month -- never, sometimes, or often? [*Ask all & circle responses*]

a. Confident that you could deal with your personal problems	never	sometimes	often
b. That you were able to control the important things in your life	never	sometimes	often
c. Nervous and stressed	never	sometimes	often
d. That things were going your way	never	sometimes	often
e. That you could not cope with all the things you had to do	never	sometimes	often
f. Difficulties were piling up so high you couldn't overcome them	never	sometimes	often

167. All things considered, how satisfied are you with your life these days? [*Read answers*]

___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

33

Now, I'd like to ask about how you are managing financially.

168. Managing the expenses of having a baby and going back to work can be hard. How financially difficult has it been for your family since you had the baby -- not at all, somewhat, or very difficult?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

a. Roughly how much are you currently earning from your job (all jobs), before taxes and other deductions?

$____ per week or $____ per month or $_____ per year

b. How does this compare with what you were earning before you had the baby?

___2) About the same

___1) Less ___3) More

c. How much were you earning then, before taxes & deductions?

$____ per week or $____ per month or $_____ per year

169. Do you have any other sources of personal income [*not from husband/companion*] -- such as income from investments, help from parents, child support, and so forth?

___1) No

___2) Yes

What sources? [*Check all that apply*]

a. ___2) Investments/rents
b. ___2) Regular help from parents
c. ___2) Unemployment
d. ___2) AFDC/Welfare
e. ___2) Child Support/Alimony
f. ___2) Other [*Describe*] _____
g. About how much does this amount to per month or per year?

$_____ per month OR $_____ per year

170. How financially difficult would it be for your family if you did not work -- not at all, somewhat, or very difficult?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

GO TO ORANGE PAGE 38, Q201

SELF-EMPLOYED OR EMPLOYED IN FAMILY BUSINESS

Q171

171. On average, how many hours do you currently work each week at this job?

_____ # Hours per week

* [**ASK ONLY IF** *WORKS LESS THAN 35 HOURS PER WEEK (Q171)*]

172. Would you work more hours if you could?

__2) Yes __1) No

173. Do you work part time to spend more time with your family?

__2) Yes __1) No

174. Do you typically work days, evenings, nights or does your schedule vary?

__1) Days (e.g. 7 - 3, 8 -4, 9 - 5)
__2) Evenings (e.g. 3 -11, 4 -12, 5 - 1)
__3) Nights (e.g. 11 - 7, 12 - 8, 1 - 9)
__4) Schedule varies
__5) Other (please describe) _____

175. How much control do you have over the scheduling of your work hours?

__1) None __2) A little __3) some __4) A great deal

176. What flexibility do you have? _____

177. How often do you work on Saturday or Sunday at this job or any other paid work you do?

__1) Never __2) Less than once a month __3) 1 - 3 times a month __4) Every weeken

178. Where do you mainly work?

___1) At home ___2) Another place (office/shop/etc) ___3) Many locations

179. Do you employ anyone in this business?

___1) No ___2) Yes

a. How many people? ____ # Employees

180. During your last month of work, how many days have you missed because you were ill or had to keep a medical appointment?

___None OR ____ # Days

181. How many days in the last month have you missed because of family responsibilities -- such as caring for a sick child, taking baby to the doctor, etc.?

___None OR ____ # Days

182. How many times in the last month were you late getting started or had to stop early because of family responsibilities?

___None OR ____ # Days

183. How easy is it for you to take time off from work to meet family responsibilities -- very difficult, somewhat difficult, not too difficult, or easy?

___1) Very difficult ___2) Somewhat difficult ___3) Not too difficult ___4) Easy

184. I'm going to read a list of people. Tell me how much each can be relied on to help when things get tough managing everything you have to do at home and at work -- not much, some, or a lot?

[*Ask all & circle responses*]

a. Other people at work	not much	some	a lot
b. Your husband/companion	not much	some	a lot
c. Your relatives	not much	some	a lot
d. Your friends	not much	some	a lot

185. All in all, how satisfied would you say you are with your job? [*Read answers*]

___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

186. Over the last month, has your job made it difficult for you to meet your family responsibilities?

___1) No ___2) Yes [*even a little*]

a. How? _____

b. How about your family responsibilities, have they made it difficult for you to do your job?

___1) No ___2) Yes [*even a little*]

c. How? _____

187. I'm going to read you a list of problems common to working mothers. Please tell me how serious these problems are in your life -- not at all, somewhat, or very serious?

[*Ask all & circle responses*]

a. Arranging child care	not	some	very
b. Finding the time to manage all your work and family responsibilities	not	some	very
c. Feeling badly about not spending more time with your child	not	some	very
d. Having trouble meeting others' expectations about what it takes to be a good mother	not	some	very
e. Not having enough time to really get to know your baby	not	some	very

188. Is it more difficult than you thought it would be to manage both work and the responsibilities you have for the new baby?

___1) No ___2) Yes

a. Why is that? _____

189. Do you think that a working mother can have just as good a relationship with her children as a mother who does not work?

___1) No ___2) Yes

190. How important would you say work is in making you feel good about yourself -- not at all, somewhat or very important?

___1) Not important at all ___2) Somewhat important ___3) Very important

191. Do you think that a working mother has more responsibility to spend time with her children than a working father?

___1) No ___2) Yes

192. The opinions of friends or relatives often influence people's decisions about when to return to work, if at all. How important were the opinions of your friends and relatives in your decision -- not at all, somewhat, or very important?

___1) Not at all important ___2) Somewhat important ___3) Very important

193. If you could have your way, what would you prefer to do during the first few years of your child's life -- combine work and family or not work at all?

___1) Combine work and family ___2) Not work at all

194. Since having your baby, have your ideas or feelings about work and being a mother changed?

___1) No ___2) Yes

a. In what way? _____

_____

195. I'm going to read you some statements about the way people sometimes feel. Tell me how often you have felt this way in the last month -- never, sometimes, or often: [*Ask all & circle responses*]

a. Confident that you could deal with your personal problems	never	sometimes	often
b. That you were able to control the important things in your life	never	sometimes	often
c. Nervous and stressed	never	sometimes	often
d. That things were going your way	never	sometimes	often
e. That you could not cope with all the things you had to do	never	sometimes	often
f. Difficulties were piling up so high you couldn't overcome them	never	sometimes	often

196. All things considered, how satisfied are you with your life these days? [*Read answers*]
___5) Very satisfied
___4) Satisfied
___3) Neither satisfied nor dissatisfied
___2) Dissatisfied
___1) Very dissatisfied

197. Managing the expenses of having a baby and going back to work can be hard. How financially difficult has it been for your family since you had the baby?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

a. Roughly how much are you currently earning from your job (all jobs), before taxes?

$_____ estimated current annual earnings

b. How does this compare with what you were earning before you had the baby?

___2) About the same

___1) Less ___3) More

c. How much were you earning then, before taxes & deductions?

$____ per week or $____ per month or $_____ per year

198. Do you have any other sources of personal income [*not from husband/companion*] -- such as income from investments, help from parents, child support, and so forth?

___1) No

___2) Yes

What sources? [*Check all that apply*]

a. ___2) Investments/rents
b. ___2) Regular help from parents
c. ___2) Unemployment
d. ___2) AFDC/Welfare
e. ___2) Child Support/Alimony
f. ___2) Other [*Describe*]

_____

199. About how much does this amount to per month or per year?

$_____ per month OR $_____ per year

200. How financially difficult would it be for your family if you did not work -- not at all, somewhat, or very difficult?

___1) Not at all ___2) Somewhat difficult ___3) Very difficult

GO TO ORANGE NEXT PAGE, Q201

CHILD CARE

201. What is the main child-care arrangement you are currently using for your baby (babies) during a typical week? [*Check only one*]

___1) Day care center

___2) Child's grandparent
___3) Another relative
___4) A nonrelative

a. Is this in your home?
___1) No ___2) Yes

___5) Respondent while working
___6) Husband/companion

202. For how many hours per week? ___ # Hrs

203. How have you managed this?

_____

_____

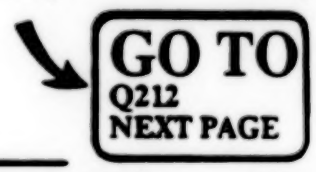
204. What are the advantages and disadvantages?
[*Advant.*] _____

_____

[*Disadvant.*] _____

_____

205. All in all, how satisfied are you with this arrangement - not at all, somewhat, or very?
___1) Not at all ___2) Somewhat ___3) Very



206. About how many hours per week is your baby cared for in this main arrangement? ____ # Hours

207. How many children, not including your baby (babies), are cared for in that arrangement?
___0) Only respondent's baby

____ # other children

a. How many adults cared for the children? ____ # adults

208. Thinking back, who was most helpful in directing you to the main child care arrangement you use now for your baby? [*Check only one*]

___1) Found on own
___2) Friends, neighbors, relatives
___3) I advertised/the provider advertised
___4) Resource and referral agency
___5) Employer helped
___6) Other [*Describe*] _____

209. From start to finish, how long did it take to find the main arrangement you are using now -- once you began looking? ____ # Wks or # Days or ___ Right away

210. How much does this cost per week on average? $_____ per week OR ___ Nothing

211. How satisfied are you with the following aspects of that arrangement -- not at all, somewhat, or very satisfied? [*Ask all & circle responses*]

a. Hours during which care is available	not	some	very
b. Cost	not	some	very
c. Reliability	not	some	very
d. Location	not	some	very
e. Caregiver's knowledge and opinions about raising children	not	some	very
f. Caregiver's efforts to keep you informed about baby	not	some	very
g. General quality of care	not	some	very

212. [*DO NOT ASK IF RESPONDENT IS MAIN CAREGIVER*] There is a lot written these days about how parents may feel badly about leaving their children when they go to work. I am going to read you some statements about how a parent may feel sometimes and I want you to tell me how often you feel this way -- never (or hardly ever), sometimes, or often?

[*Ask all & circle responses*]

a. I feel like I'm rushing the baby when I get ready to go to work	never	sometimes	often
b. I feel badly when I leave the baby and she/he is fussing	never	sometimes	often
c. I feel like I am missing the important moments in my baby's life	never	sometimes	often
d. I feel like my child care provider knows my baby better than I do	never	sometimes	often

213. Has your main child care arrangement for the baby changed since you went back to work?

___1) No ___2) Yes

a. How many times has it changed?

___1) Once ___2) Twice ___3) 3 times ___4) More than 3

b. Did you change your first arrangement because you were dissatisfied with it or because it was no longer available?

___1) Dissatisfied ___2) No longer available

___3) Other [*Specify*]_____

214. Do you use any additional child care arrangements for your baby while you work?

___1) No ___2) Yes

215. What other arrangements do you use? [*Check all that apply*]

a. ___2) Day care center
b. ___2) Child's grandparent
c. ___2) Respondent cares for baby while working
d. ___2) Another relative
e. ___2) Husband/companion cares for baby
f. ___2) A nonrelative

216. How many hours per week does your baby spend in this arrangement? ___#Hr

217. How many children, not including your baby, are cared for in this arrangement?

___0) Only respondent's baby ___ # Other children

a. How many adults care for the children? ___ #

• [ASK ONLY IF *CAREGIVERS OTHER THAN RESPONDENT OR HUSBAND/COMPANION (Q215)*]

218. How much does this cost per week?

$_____ per week OR ___Nothing

219. Has your baby been sick at all since you returned to work?

___1) No

___2) Yes

a. The last time your child was sick during the work week, did you use the same child care arrangement you usually do, did you stay home from work, or did you make other child care arrangements?

___1) Used same

___2) Stayed home

___3) Made other arrangements

b. What arrangements? _____

_____

220. Does your employer offer any assistance to employees with young children in either finding or paying for child care for the hours during which they work?

___1) No

___2) Yes

221. Which of the following kinds of assistance are provided? [*Read list and check all that apply*]

a. ___2) Child care at or near work

b. ___2) Full/partial payment of child care costs

c. ___2) Help in finding child care

d. ___2) Wage/salary reduction plan enabling you to pay for childcare with pre-tax dollars

e. ___2) Flexible spending account

f. ___2) Discounts at certain child care centers

g. ___2) Other [*Specify*] _____

h. Have you made use of any of these?

___1) No

___2) Yes

i. Which? [*List by letter*] ___|___|___|___

j. How helpful is it?

___3) Very ___2) Some ___1) Not

k. Why not? _____

_____

• [ASK ONLY IF *RESPONDENT HAS OLDER CHILDREN*]

222. In a typical week, how much do you pay for child care for all of your children? [*Include preschool and before or after school care*]

$_____

223. Is there anything else that you would like to tell me about your child care situation?

_____

_____

_____

IF NO HUSBAND/COMPANION → GO TO WHITE, LAST PAGE

IF MARRIED/LIVING WITH SOMEONE ↘

Now, I'd like to ask a few questions about your husband (companion).

224. How understanding is he of the demands of your job -- not at all, somewhat, or very?

___1) Not at all ___2) Somewhat ___3) Very

225. How much strain do you think that your having a job puts on your relationship with him -- none, some, or a lot?

___1) None ___2) Some ___3) A lot

226. When one of you has to take time off from work (start late, leave early, miss a day) to meet family responsibilities who is most likely to do it -- you, him, or both of you about equally?

___1) She ___2) He ___3) Both equally

↘ **GO TO LAVENDER, NEXT PAGE**

HUSBAND/COMPANION

Q227

227. Now, I'm going to read you a list of some family responsibilities. Please tell me whether you do more, you and your husband do about the same, your husband does more, or if someone else usually does it. [*Ask all & circle response*]

a. Cleaning the house	she	equal	he	someone else
b. Cooking	she	equal	he	someone else
c. Cleaning after cooking	she	equal	he	someone else
d. Food shopping	she	equal	he	someone else
e. Laundry	she	equal	he	someone else
f. Paying bills	she	equal	he	someone else
g. Taking child(ren) to the doctor	she	equal	he	someone else
h. Getting up at night with baby	she	equal	he	someone else
i. Everyday care of the baby -- such as feeding, changing diapers and bathing -- when you are both at home	she	equal	he	someone else

228. Is he currently working?

__2) Yes

__1) No

a. Is he looking for work, in school, unable to work, discouraged about finding a job, or a *househusband*?

__1) Looking for work
__2) In school
__3) Unable to work
__4) Discouraged about finding a job
__5) Househusband

→ **GO TO** WHITE, LAST PAGE

229. Does he work at more than one paid job?

__1) Single job

Would you tell me about that job?

→

__2) More than one

a. How many hours per week does he work at all of his jobs? ____ # Hours

b. Is he working at more than one job because of the expense of having a new baby or for some other reason?
__1) Baby __2) Other reason

I can only take down detailed information about one job. Would you tell me about his main job?

→

230. Does he work at a job in which he is employed by someone else and receives a paycheck from which taxes are withheld?

___Yes – 1)EMPLOYED BY SOMEONE ELSE

___No

So, he is self-employed (independent contractor/consultant)?

___Yes – 2)SELF-EMPLOYED

___No – [*Explain*] _____

a. What is his position or occupation? What does his work involve?

_____

b. What kind of company or organization is it? What does it do or make?

_____

* [ASK ONLY IF *EMPLOYED BY SOMEONE ELSE (Q230)*]

231. Was he offered paternity leave from his job when you had the baby? That is, was he allowed to take any time off to spend time with you and the baby without having to use vacation days?

___1)No

___2)Yes

a. How much time was he allowed? ____# Days OR ____# Weeks

b. How much time did he take? ____# Days OR ____# Weeks OR ___None

232. How many hours is he scheduled to work each week on the average in this job?

____ # Hours per week

233. Does he regularly work more than his scheduled hours -- for example staying late, working overtime, or bringing work home?

___1)No

___2)Yes

a. How many hours of overtime or extra work per week?

____# Hours per week

b. Is this overtime voluntary?

___1)No ___2)Yes

c. Is this overtime scheduled in advance or unexpected?

___1)Scheduled in advance ___2)Unexpected ___3)Both

d. Is it paid or unpaid? ___1)Unpaid ___2)Paid

234. Is he usually scheduled to work days, evenings, nights, or does his schedule vary?

___1)Days (*e.g. 7 - 3, 8 - 4, 9 - 5*)
___2)Evenings (*e.g. 3 - 11, 4 - 12, 5 - 1*)
___3)Nights (*e.g. 11 - 7, 12 - 8, 1 - 9*)
___4)Schedule varies
___5)Other [*Describe*] _____

235. How often does he work on Saturday or Sunday at this job or any other paid work he does?

___1)Never ___2)Less than once a month ___3)1 - 3 times a month ___4)Every weeken

236. Where does he mainly work?

___1)At home ___2)Another place (office/shop/etc) ___3)Many locations

237. I would like to know how much your husband/companion earns a year from all jobs, before taxes and other deductions. A rough estimate will be fine. $_____

GO TO WHITE, NEXT PAGE & END.

END OF INTERVIEW

That was my last question. Is there anything else you would like to add about your family or work situation that I missed? Or if you have any questions, feel free to ask.

[Note comments & questions]

[Continue on back side if necessary]

BEFORE HANGING UP!!!

As you may remember, this study is being conducted under the supervision of the NCJW Center for the Child -- a research center located in New York City. The Center will be publishing a report of the study and would be happy to send you a copy this fall, if you are interested in finding out what other women around the country have to say.

[IF INTERESTED, SAY:] If you will give me your mailing address, I will send it on to the Center.

[Print in block letters]

Full name: _____ _____
first last

Street address: _____

City: _____ State: ____ Zip: _____

Thank you very much for your time.

LOST & FOUND

Are you currently working?

__2) Yes

__1) No ➡ **GO TO LIGHT PINK PAGE 22, Q96**

Do you work more than 15 hours per week on average?

__1) No

__2) Yes ➡ **GO TO GREEN PAGE 28, Q135**

Do you work more than 7 hours per week outside your home?

__1) No ➡ **GO TO DARK PINK PAGE 25, Q113**

__2) Yes ➡ **GO TO GREEN PAGE 28, Q135**

APPENDIX III

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TABLE 1A
VARIABLE DEFINITIONS FOR TABLES 2A TO 22A

NAME	CODING
BACKGROUND CHARACTERISTICS	
Education	1 if H.S. or less, 2 if some college, 3 if college graduate, 4 if postgraduate.
Age	Respondent's age.
Marital status	1 if married, 2 if single or living with companion.
Parity	0 if no previous children, 1 if one or more.
Ethnicity	1 if white, 2 if otherwise.
Spouse's earnings	
< $19,000	1 if less than $19,000, 0 if otherwise (referent group).
≥ $19,000 and < $30,000	1 if ≥ $19,000 and < $30,000, 0 if otherwise.
≥ $30,000 and < $40,000	1 if ≥ $30,000 and < $40,000, 0 if otherwise.
≥ $40,000	1 if ≥ $40,000, 0 if otherwise.
Missing	1 if missing on earnings, 0 if otherwise.
WORKPLACE FACTORS AND BARRIERS	
Occupation	1 if professional/managerial, 2 if otherwise.
Respondent's earnings	
< $12,000	1 if less than $12,000, 0 if otherwise (referent group).
≥ $12,000 and < $19,000	1 if ≥ $12,000 and < $19,000, 0 if otherwise.
≥ $19,000 and < $27,000	1 if ≥ $19,000 and < $27,000, 0 if otherwise.
≥ $27,000	1 if ≥ $27,000, 0 if otherwise.
Missing	1 if missing on earnings, 0 if otherwise.
Low-wage	1 if not more than 150% of 1986 minimum wage. ($5.03/hour), 2 if otherwise.

Job tenure (1)	Length of employment.
Job tenure (2)	Length of employment. 1 if 2 years or less, 2 if greater than 2 years.
Job tenure (3)	Same as Job Tenure (1) except 0 if left prenatal employer after childbirth and working elsewhere.
Organization size (1)	1 if less than 500 employees, 2 if at least 500 employees.
Organization size (2)	1 if respondent alone, 2 if 1-19 employees, 3 if 20-99 employees, 4 if 100-249 employees, 5 if 250-499 employees, 6 if 500 or more employees.
Full vs part-time	1 if < 35 hours/week (part-time), 2 if ≥ 35 hours/week (full-time).
Shift	1 if not day, 2 if day.
Hours worked per week	Number of hours worked per week.
FAMILY-RELEVANT POLICIES AND PRACTICES (PRENATAL)	
Health insurance	1 if no, 2 if yes.
Paid sick days	1 if no, 2 if yes.
Enough paid time off for doctor visits	1 if no, 2 if yes.
Flexibility in work start and end times	1 if not flexible, 2 if somewhat flexible, 3 if very flexible.
Direct child care benefits	1 if no, 2 if yes.
Job-protected leave from any source:	
Job-protected leave	1 if no, 2 if yes.
Number of weeks leave	Values range from 1-99 weeks.
Leave as a standard policy	1 if standard leave, 0 if individual leave or no leave.
6 weeks or less leave	1 if 6 weeks or less, 0 if otherwise.
7-11 weeks leave	1 if 7-11 weeks, 0 if otherwise.
12-25 weeks leave	1 if 12-25 weeks, 0 if otherwise.
At least 26 weeks leave	1 if at least 26 weeks, 0 if otherwise.
How long doctor says	1 if yes, 0 if otherwise.
As much as wanted	1 if yes, 0 if otherwise.

Missing	1 if yes, 0 if otherwise.
No leave	Referent group.
Wage replacement from disability or employer	1 if no, 2 if yes.
PRENATAL OUTCOMES	
How long into pregnancy continued to work	1 if into first trimester, 2 if into second trimester, 3 if into seventh month, 4 if into eighth month, 5 if into ninth month or later.
When return planned	1 if in less than 6 months, 2 if in 6 months or more.
Job satisfaction in pregnancy	1 if not satisfied, 2 if somewhat satisfied, 3 if very satisfied.
Days missed due to illness	Number of days missed.
How often worked when ill during pregnancy	1 if hardly ever, 2 if not so often, 3 if often, 4 if very .
Extra unpaid time on work while pregnant	1 if no, 2 if yes.
FAMILY-RELEVANT POLICIES AND PRACTICES (POSTNATAL)	
Ease of time off for family responsibilities	1 if very difficult, 2 if somewhat difficult, 3 if not too difficult, 4 if easy.
Supervisor helpful	1 if not much, 2 if some, 3 if a lot.
Supervisor understanding	1 if not understanding of the need to take care of personal/family business, 2 if somewhat understanding, 3 if very understanding.
Coworkers helpful	1 if not much, 2 if some, 3 if a lot.
Control over work schedule	1 if none, 2 if a little, 3 if some, 4 if a great deal.
POSTNATAL OUTCOMES	
Attachment to labor force	1 if not in labor force, 2 if in labor force
Whether returned to and stayed with prenatal employer after childbirth	0 if did not stay, 1 if otherwise.
Job satisfaction	1 if very dissatisfied, 2 if dissatisfied, 3 if neither satisfied nor dissatisfied, 4 if satisfied, 5 if very satisfied.

Work to home interference	**1 if no, 2 if yes.**
Serious problems arranging child care	**1 if not, 2 if some, 3 if very.**
Stress	**1 if never, 2 if sometimes, 3 if often.**

TABLE 2A

LOGISTIC REGRESSION MODEL PREDICTING: HEALTH INSURANCE AS A BENEFIT

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.174 **
AGE		0.058 ***
MARITAL STATUS		-0.324
ETHNICITY	62.462 ***	0.187
STEP 2:		
OCCUPATION		-0.195
ORGANIZATION SIZE(1)		0.843 ***
JOB TENURE(2)		0.788 ***
LOW-WAGE		1.232 ***
SHIFT		0.372 *
FULL VS PART-TIME	430.849 ***	1.856 ***

DEGREES OF FREEDOM (FINAL)= 10, 1937.
TOTAL N = 1948.

* p< .05 ** p< .01 *** p<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 3A

LOGISTIC REGRESSION MODEL PREDICTING: PAID SICK DAYS

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.337 ***
AGE		0.061 ***
MARITAL STATUS		-0.653 ***
ETHNICITY	114.307 ***	0.170
STEP 2:		
OCCUPATION		-0.847 ***
ORGANIZATION SIZE(1)		0.214
JOB TENURE(2)		0.927 ***
LOW-WAGE		1.114 ***
SHIFT		0.545 ***
FULL VS PART-TIME	346.086 ***	1.737 ***

DEGREES OF FREEDOM (FINAL)= 10, 1931.
TOTAL N = 1942.

* p< .05 ** p< .01 *** p<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 4A

LOGISTIC REGRESSION MODEL PREDICTING: ENOUGH PAID TIME

OFF FOR DOCTOR VISITS.

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.383 ***
AGE		0.036 **
MARITAL STATUS		-0.360 *
ETHNICITY	95.413 ***	-0.147
STEP 2:		
OCCUPATION		-0.483 **
ORGANIZATION SIZE(1)		0.131
JOB TENURE(2)		0.336 **
LOW-WAGE		0.825 ***
SHIFT		0.592 ***
FULL VS PART-TIME	112.357 ***	0.754 ***

DEGREES OF FREEDOM (FINAL)= 10, 1890.
TOTAL N = 1901.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 5A

LOGISTIC REGRESSION MODEL PREDICTING: DIRECT CHILD CARE BENEFITS

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.194 *
AGE		-0.001
MARITAL STATUS		-0.177
ETHNICITY	11.014 *	-0.123
STEP 2:		
OCCUPATION		-0.433 *
ORGANIZATION SIZE(1)		0.690 ***
JOB TENURE(2)		0.208
LOW-WAGE		-0.616 *
DAY/NON-DAY SHIFT		0.313
FULL VS PART-TIME	35.824 ***	-0.196

DEGREES OF FREEDOM (FINAL)= 10, 1915.
TOTAL N = 1926.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 6A

LOGISTIC REGRESSION MODEL PREDICTING: JOB-PROTECTED LEAVE

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.013
AGE		0.021
MARITAL STATUS		0.044
ETHNICITY	6.642	-0.326
STEP 2:		
OCCUPATION		-0.330
ORGANIZATION SIZE(1)		0.763 ***
JOB TENURE(2)		0.570 ***
LOW-WAGE		0.573 **
SHIFT		0.406 *
FULL VS PART-TIME	93.965 ***	0.587 ***

DEGREES OF FREEDOM (FINAL)= 10, 1921.
TOTAL N = 1932.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 7A

LOGISTIC REGRESSION MODEL PREDICTING: LEAVE AS A STANDARD POLICY

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.086
AGE		-0.003
MARITAL STATUS		-0.107
ETHNICITY	4.041	0.049
STEP 2:		
OCCUPATION		-0.328 *
ORGANIZATION SIZE(1)		1.292 ***
JOB TENURE(2)		0.411 ***
LOW-WAGE		0.074
SHIFT		0.434 **
FULL VS PART-TIME	262.359 ***	0.726 ***

DEGREES OF FREEDOM (FINAL)= 10, 1877.
TOTAL N = 1888.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 8A

LOGISTIC REGRESSION MODEL PREDICTING: WAGE REPLACEMENT FROM DISABILITY OR EMPLOYER DURING LEAVE

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.099
AGE		0.053 ***
MARITAL STATUS		-0.254
ETHNICITY	46.817 ***	0.036
STEP 2:		
OCCUPATION		-0.046
ORGANIZATION SIZE(1)		0.689 ***
JOB TENURE(2)		0.472 ***
LOW-WAGE		0.850 ***
SHIFT		0.341 *
FULL VS PART-TIME	205.118 ***	0.979 ***

DEGREES OF FREEDOM (FINAL)= 10, 1869.
TOTAL N = 1880.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 9A

MULTIPLE REGRESSION PREDICTING: NUMBER OF WEEKS OF LEAVE

(AMONG WOMEN WITH LEAVE)

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
EDUCATION				0.138 ***
AGE				0.052
MARITAL STATUS				-0.022
ETHNICITY	0.172 ***	0.026	0.029 ***	0.025
STEP 2:				
OCCUPATION				-0.031
ORGANIZATION SIZE(1)				0.015
JOB TENURE(2)				0.116 ***
LOW-WAGE				0.022
SHIFT				0.021
FULL VS PART-TIME	0.212 ***	0.037	0.015 **	-0.008

F (FINAL)= 5.78***
DEGREES OF FREEDOM (FINAL)= 10, 1230.
TOTAL N = 1241.

* P< .05 ** P< .01 *** P< .001

TABLE 10A

MULTIPLE REGRESSION PREDICTING: FLEXIBILITY IN WORK START AND END TIMES

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
EDUCATION				-0.070 **
AGE				-0.040
MARITAL STATUS				-0.000
ETHNICITY	0.096 **	0.007	0.009 **	0.003
STEP 2:				
OCCUPATION				0.087 **
ORGANIZATION SIZE(1)				-0.026
JOB TENURE(2)				-0.028
LOW-WAGE				0.029
SHIFT				0.052 *
FULL VS PART-TIME	0.152 ***	0.018	0.014 ***	-0.071 **

F (FINAL)= 4.323***
DEGREES OF FREEDOM (FINAL)= 10, 1816.
TOTAL N = 1827.

* P< .05 ** P< .01 *** P< .001

TABLE 11A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: HOW LONG INTO PREGNANCY CONTINUED TO WORK

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
EDUCATION				-0.097 ***
MARITAL STATUS	0.161 ***	0.025	0.026 ***	0.107 ***
STEP 2:				
RESPONDENT EARNINGS:				
$12,000-$18,999				0.210 ***
$19,000-$26,999				0.223 ***
$27,000 AND OVER				0.194 ***
MISSING	0.251 ***	0.059	0.037 ***	0.010
STEP 3:				
JOB TENURE(1)				0.126 ***
FULL VS PART-TIME	0.279 ***	0.073	0.015 ***	0.036
STEP 4:				
PAID SICK DAYS				0.153 ***
ENOUGH PAID TIME OFF FOR DR. VISITS				0.126 ***
HEALTH INSURANCE	0.362 ***	0.124	0.053 ***	0.063 *
STEP 5:				
FLEXIBILITY IN WORK START & END TIMES	0.369 ***	0.129	0.005 **	0.076 **
STEP 6:				
AMOUNT OF LEAVE:				
6 WEEKS OR LESS LEAVE				0.226 ***
7-11 WEEKS LEAVE				0.146 ***
12-25 WEEKS LEAVE				0.162 ***
AT LEAST 26 WEEKS LEAVE				0.110 ***
HOW LONG DR. SAYS				0.116 ***
AS MUCH AS WANTED				0.192 ***
MISSING	0.415 ***	0.162	0.036 ***	-0.041

F= (FINAL)= 16.322 ***
DEGREES OF FREEDOM (FINAL)= 19, 1492.
TOTAL N= 1512.

* p< .05 ** p< .01 *** p< .001

TABLE 12A

REDUCED LOGISTIC REGRESSION MODEL PREDICTING: WHEN RETURN PLANNED

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.203 ***
MARITAL STATUS		-0.278
PARITY	16.195 ***	-0.250
STEP 2:		
SPOUSE'S EARNINGS:		
$19,000-$29,999		-0.110
$30,000-$39,999		0.381
$40,000 AND OVER		0.531 *
MISSING	16.938 **	0.447 *
STEP 3:		
RESPONDENT EARNINGS:		
$12,000-$18,999		-0.419 *
$19,000-$26,999		-0.581 **
$27,000 AND OVER		-0.762 ***
MISSING	13.536 **	-0.509
STEP 4:		
ORGANIZATION SIZE(1)		-0.259 *
JOB TENURE(1)		0.037 *
FULL VS PART-TIME	12.807 **	-0.366 *
STEP 5:		
PAID SICK DAYS		-0.532 **
ENOUGH PAID TIME OFF FOR DR. VISITS		-0.360 *
HEALTH INSURANCE	22.067 ***	-0.118
STEP 6:		
FLEXIBILITY IN WORK START & END TIMES	11.113 ***	-0.240 ***
STEP 7:		
AMOUNT OF LEAVE:		
6 WEEKS OR LESS LEAVE		-0.982 ***
7-11 WEEKS LEAVE		-0.986 ***
12-25 WEEKS LEAVE		-0.682 **
AT LEAST 26 WEEKS LEAVE		0.420
HOW LONG DR. SAYS		-0.207
AS MUCH AS WANTED		-0.118
MISSING	65.996 ***	0.669

DEGREES OF FREEDOM (FINAL) = 25, 1643.
TOTAL N= 1669.

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

* P< .05 ** P< .01 *** P<.001

TABLE 13A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: JOB SATISFACTION IN PREGNANCY

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
EDUCATION	0.089 ***	0.007	0.008 ***	0.089 ***
STEP 2:				
RESPONDENT EARNINGS:				
$12,000-$18,999				0.007
$19,000-$26,999				0.027
$27,000 AND OVER				0.088 **
MISSING	0.113 ***	0.010	0.005 *	0.012
STEP 3:				
JOB TENURE(1)				0.057 *
ORGANIZATION SIZE(1)	0.130 ***	0.013	0.004 *	-0.044
STEP 4:				
ENOUGH PAID TIME OFF FOR DR. VISITS				0.167 ***
HEALTH INSURANCE	0.204 ***	0.037	0.024 ***	-0.036
STEP 5:				
FLEXIBILITY IN WORK START & END TIMES	0.227 ***	0.047	0.010 ***	0.103 ***
STEP 6:				
AMOUNT OF LEAVE:				
6 WEEKS OR LESS LEAVE				0.066
7-11 WEEKS LEAVE				0.032
12-25 WEEKS LEAVE				0.069 *
AT LEAST 26 WEEKS LEAVE				0.073 **
HOW LONG DR. SAYS				0.045
AS MUCH AS WANTED				0.151 ***
MISSING	0.260 ***	0.059	0.016 ***	0.032

F= (FINAL)= 8.204 ***
DEGREES OF FREEDOM (FINAL)= 17, 1923.
TOTAL N= 1941.

* P< .05 ** P< .01 *** P< .001

TABLE 14A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: DAYS MISSED DUE TO ILLNESS

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
AGE	0.050 *	0.002	0.003 *	-0.050 *
STEP 2:				
FULL VS PART-TIME	0.072 **	0.004	0.003 *	-0.051 *
STEP 3:				
ENOUGH PAID TIME OFF FOR DR. VISITS	0.113 ***	0.011	0.008 ***	-0.090 ***

F= (FINAL)= 9.132 ***
DEGREES OF FREEDOM (FINAL)= 3, 2121.
TOTAL N= 2125.

* p< .05 ** p< .01 *** p< .001

TABLE 15A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: HOW OFTEN WORKED WHEN ILL DURING PREGNANCY

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:				
EDUCATION				-0.137 ***
PARITY				0.053 *
AGE	0.185 ***	0.033	0.034 ***	-0.071 **
STEP 2:				
OCCUPATION				0.119 ***
ORGANIZATION SIZE(1)				0.045 *
JOB TENURE(1)				-0.059 *
FULL VS PART-TIME	0.221 ***	0.045	0.015 ***	0.053 *
STEP 3:				
ENOUGH PAID TIME OFF FOR DR. VISITS	0.238 ***	0.053	0.008 ***	-0.092 ***
STEP 4:				
FLEXIBILITY IN WORK START & END TIMES	0.247 ***	0.057	0.004 **	-0.069 **
STEP 5:				
AMOUNT OF LEAVE:				
6 WEEKS OR LESS LEAVE				-0.062
7-11 WEEKS LEAVE				0.009
12-25 WEEKS LEAVE				-0.041
AT LEAST 26 WEEKS LEAVE				-0.042
HOW LONG DR. SAYS				0.007
AS MUCH AS WANTED				-0.101 ***
MISSING	0.267 ***	0.063	0.010 **	-0.008

F= (FINAL)= 8.922 ***
DEGREES OF FREEDOM (FINAL)= 16, 1854.
TOTAL N= 1871

* p< .05 ** p< .01 *** p< .001

TABLE 16A

REDUCED LOGISTIC REGRESSION MODEL PREDICTING: EXTRA UNPAID TIME ON WORK WHILE PREGNANT

PREDICTORS	F STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.730 ***
AGE	310.796 ***	0.045 ***
STEP 2:		
SPOUSE'S EARNINGS:		
$19,000-$29,999		0.235
$30,000-$39,999		0.562 **
$40,000 AND OVER		0.494 *
MISSING	15.249 **	0.116
STEP 3:		
RESPONDENT EARNINGS:		
$12,000-$18,999		0.135
$19,000-$26,999		0.381 *
$27,000 AND OVER		0.702 ***
MISSING	21.539 ***	0.375
STEP 4:		
OCCUPATION		-0.993 ***
ORGANIZATION SIZE(1)		-0.322 **
FULL VS PART-TIME	69.089 ***	0.326 *
STEP 5:		
AMOUNT OF LEAVE:		
6 WKS OR LESS LEAVE		0.301
7-11 WKS LEAVE		0.171
12-25 WKS LEAVE		-0.027
AT LEAST 26 WEEKS LEAVE		0.295
HOW LONG DR. SAYS		0.523 *
AS MUCH AS WANTED		0.097
MISSING	9.597	0.137
STEP 6:		
DIRECT CHILD CARE BENEFITS	8.506 **	0.435 **

DEGREES OF FREEDOM (FINAL) = 21, 2132.
TOTAL N= 2154.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

TABLE 17A

REDUCED LOGISTIC REGRESSION MODEL PREDICTING: ATTACHMENT TO LABOR FORCE AFTER CHILDBIRTH

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
SPOUSE'S EARNINGS:		
$19,000-$29,999		-0.052
$30,000-$39,999		-0.533 *
$40,000 AND OVER		-0.726 **
MISSING	27.523 ***	0.138
STEP 2:		
RESPONDENT EARNINGS:		
$12,000-$18,999		0.310
$19,000-$26,999		0.796 ***
$27,000 AND OVER		1.598 ***
MISSING	71.042 ***	2.244 *
STEP 3:		
OCCUPATION	5.855 *	-0.374 *
STEP 4:		
PAID SICK DAYS		0.534 **
ENOUGH PAID TIME OFF FOR DR. VISITS		-0.063
HEALTH INSURANCE	7.993 *	-0.107
STEP 5:		
AMOUNT OF LEAVE:		
6 WKS OR LESS LEAVE		0.594 **
7-11 WKS LEAVE		0.181
12-25 WKS LEAVE		0.495 *
AT LEAST 26 WEEKS LEAVE		1.666 ***
HOW LONG DR. SAYS		0.474
AS MUCH AS WANTED		0.432
MISSING	28.837 ***	-0.315

DEGREES OF FREEDOM (FINAL) = 19, 1609.
TOTAL N= 1629.

* p< .05 ** p< .01 *** p<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

PREDICTORS WERE PRENATAL.

TABLE 18A

REDUCED LOGISTIC REGRESSION MODEL PREDICTING: WHETHER RETURNED TO AND STAYED WITH PRENATAL EMPLOYER AFTER CHILDBIRTH

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
AGE	30.772 ***	0.115 ***
STEP 2:		
RESPONDENT EARNINGS:		
$12,000-$18,999		0.559 *
$19,000-$26,999		1.056 ***
$27,000 AND OVER		1.072 ***
MISSING	19.351 ***	0.831
STEP 3:		
OCCUPATION		0.564 *
JOB TENURE(2)		0.764 ***
SHIFT	25.755 ***	0.428
STEP 4:		
PAID SICK DAYS		0.658 **
ENOUGH PAID TIME OFF FOR DR. VISITS	20.249 ***	0.579 *
STEP 5:		
FLEXIBILITY IN START AND END TIMES	5.979 *	0.275 *
STEP 6:		
JOB SATISFACTION IN PREGNANCY	14.997 ***	0.754 ***

DEGREES OF FREEDOM (FINAL) = 12, 941.
TOTAL N= 954.

* p< .05 ** p< .01 *** p<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

PREDICTORS WERE PRENATAL.

TABLE 19A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: POSTNATAL JOB SATISFACTION

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP	SIGNIFICANT BETAS IF ENTERED ALONE AFTER STEP 1	SIGNIFICANT BETAS: FINAL MODEL
STEP 1:						
EDUCATION				0.079 *		0.078 *
MARITAL STATUS				-0.070 *		
PARITY	0.133 **	0.014	0.018 **	0.062		0.074 *
STEP 2:						
HOURS WORKED PER WEEK				-0.076 *		
SHIFT	0.166 ***	0.022	0.010 *	0.079 *		
STEP 3:						
EASE OF TIME OFF FOR FAMILY	0.334 ***	0.104	0.084 ***	0.228 ***	0.266 ***	0.104 **
CONTROL OVER WORK SCHEDULE				0.141 ***	0.194 ***	0.110 **
STEP 4:						
SUPERVISOR HELPFUL				0.091 *	0.221 ***	
SUPERVISOR UNDERSTANDING	0.377 ***	0.133	0.031 ***	0.148 ***	0.288 ***	0.136 ***
STEP 5:						
COWORKERS HELPFUL	0.380 ***	0.135	0.003	0.060	0.147 ***	
STEP 6:						
WORK TO HOME INTERFERENCE	0.402 ***	0.151	0.017 ***	-0.139 ***	-0.228 ***	-0.139 ***

F (FINAL)= 14.744***
DEGREES OF FREEDOM (FINAL)= 11, 841.
TOTAL N= 853.

* p< .05 ** p< .01 *** p< .001

NOTE: PREDICTORS WERE POSTNATAL.

TABLE 20A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: SERIOUS PROBLEMS ARRANGING CHILD CARE (POSTNATALLY)

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP	SIGNIFICANT BETAS IF ENTERED ALONE AFTER STEP 3	SIGNIFICANT BETAS: FINAL MODEL
STEP 1:						
EDUCATION	0.136 ***	0.017	0.018 ***	0.136 ***		0.124 **
STEP 2:						
SPOUSE'S EARNINGS:						
$19,000-$29,999				0.081		
$30,000-$39,999				0.033		
$40,000 AND OVER				0.040		
MISSING	0.149 **	0.016	0.004	0.034		
STEP 3:						
RESPONDENT EARNINGS:						
$12,000-$18,999				0.074		
$19,000-$26,999				0.039		
$27,000 AND OVER				0.041		
MISSING	0.160 **	0.015	0.003	0.040		
STEP 4:						
JOB TENURE(3)				0.015		
SHIFT	0.184 **	0.021	0.008 *	-0.091 **	-0.091 **	
STEP 5:						
EASE OF TIME OFF FOR FAMILY				-0.172 ***	-0.185 ***	-0.126 **
CONTROL OVER WORK SCHEDULE	0.254 ***	0.050	0.030 ***	-0.020		
STEP 6:						
SUPERVISOR HELPFUL				-0.061	-0.113 ***	
SUPERVISOR UNDERSTANDING	0.260 ***	0.051	0.003	0.002	-0.120 ***	
STEP 7:						
COWORKERS HELPFUL	0.263 ***	0.051	0.002	-0.046	-0.092 **	
STEP 8:						
WORK TO HOME INTERFERENCE	0.300 ***	0.071	0.021 ***	0.153 ***	0.195 ***	0.153 ***

F (FINAL)= 4.855***
DEGREES OF FREEDOM (FINAL)= 17, 836.
TOTAL N= 854.

* P< .05 ** P< .01 *** P< .001

NOTE: PREDICTORS WERE POSTNATAL.

TABLE 21A

REDUCED LOGISTIC REGRESSION MODEL PREDICTING: WORK TO HOME INTERFERENCE

PREDICTORS	G STATISTIC (IMPROVEMENT OF FIT)	LOGISTIC REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP
STEP 1:		
EDUCATION		0.236 ***
ETHNICITY		-0.518 **
PARITY	22.890 ***	0.314 *
STEP 2:		
RESPONDENT EARNINGS:		
$12,000-$18,999		0.263
$19,000-$26,999		0.595 *
$27,000 AND OVER		0.993 ***
MISSING	16.998 **	0.587
STEP 3:		
SHIFT		-0.544 **
HOURS WORKED PER WEEK		0.031 **
JOB TENURE(3)	16.360 ***	-0.020
STEP 4:		
EASE OF TIME OFF FOR FAMILY		-0.495 ***
CONTROL OVER WORK SCHEDULE	51.349 ***	-0.139 *
STEP 5:		
SUPERVISOR HELPFUL		-0.009
SUPERVISOR UNDERSTANDING	10.827 **	-0.524 **

DEGREES OF FREEDOM (FINAL) = 14, 793.
TOTAL N= 808.

* P< .05 ** P< .01 *** P<.001

NOTE: SIGNIFICANCE TESTS OF THE REGRESSION COEFFICIENTS WERE PERFORMED USING THE WALD STATISTIC.

PREDICTORS WERE POSTNATAL.

TABLE 22A

REDUCED MULTIPLE REGRESSION MODEL PREDICTING: POSTNATAL STRESS

PREDICTORS	MULTIPLE R	ADJUSTED R SQUARE	CHANGE IN R SQUARE AT STEP	STANDARDIZED REGRESSION COEFFICIENTS (BETA WEIGHTS) AT STEP	SIGNIFICANT BETAS IF ENTERED ALONE AFTER STEP 1	SIGNIFICANT BETAS: FINAL MODEL
STEP 1:						
RESPONDENT EARNINGS:						
$12,000-$18,999				-0.032		
$19,000-$26,999				-0.097 *		
$27,000 AND OVER				-0.023		
MISSING	0.081	0.002	0.007	-0.016		
STEP 2:						
HOURS WORKED PER WEEK	0.128 *	0.011	0.010 **	-0.112 **	-0.112 **	-0.074 *
STEP 3:						
EASE OF TIME OFF FOR FAMILY				0.180 ***	0.191 ***	
CONTROL OVER WORK SCHEDULE	0.229 ***	0.045	0.036 ***	0.037	0.102 **	
STEP 4:						
SUPERVISOR HELPFUL				0.005	0.083 *	
SUPERVISOR UNDERSTANDING	0.235 ***	0.045	0.003	0.061	0.150 ***	
STEP 5:						
COWORKERS HELPFUL	0.243 ***	0.048	0.004	0.068	0.099 **	
STEP 6:						
WORK TO HOME INTERFERENCE				-0.194 ***	-0.285 ***	-0.194 ***
SERIOUS PROBLEMS ARRANGING CHILDCARE				-0.126 ***	-0.194 ***	-0.126 ***
POSTNATAL JOB SATISFACTION	0.386 ***	0.136	0.090 ***	0.166 ***	0.252 ***	0.166 ***

F (FINAL)= 11.547***
DEGREES OF FREEDOM (FINAL)= 13, 858.
TOTAL N= 872.

* P< .05 ** P< .01 *** P< .001

NOTE: PREDICTORS WERE POSTNATAL.

END

1-25-95